



Center  
for Leadership

# Leadership Academy for Poland

**A world-class education  
from the heart of Poland**



**100%** of participants would recommend the program to others, especially those whom they wish the best.\*  
**15** candidates apply per one spot in the Academy.

\*Results of a formal survey carried out after the main residential part of the program for four consecutive years.

# Leadership Academy for Poland

**A unique experience and a life-changing education for a better world from the heart of Poland.**

The purpose of the Leadership Academy for Poland is to bring world-class education to Poland and provide outstanding Poles with access to one of Europe's best leadership development programs.

World-class educators, including Harvard professors and other leading international scholars and speakers, deliver interactive classes in a deeply immersive setting and are available for consultations and closed meetings with the participants.

The Academy is an opportunity for a deep reflection that re-centers, refreshes and inspires. It also offers practical insights on how to positively reshape ongoing projects, careers, and life.

## Key features of the Academy

- Mid-career (up 45 years of age) participants from non-profits, startups, academia, public administration, business, media, and culture sectors.
- Up to 40 fully funded, need-based fellowships available to outstanding candidates.
- Meetings with Harvard professors, top-level business and community leaders, and international scholars.
- Unique, world-class educational and professional development training.
- Powerful alumni network of high-potential professionals across sectors who will positively impact Poland and the world.

## Our promise

Our promise is that the Academy will provide the participants with a unique and life-changing experience and a standing resource for their future leadership work and personal life.

## Who applies

When you attend the Academy, you will be part of a cohort of 40 outstanding Poles, among them: C-level executives, board members, directors, managers, journalists, scientists, and activists.

We aim to attract outstanding mid-career professionals from Poland with high leadership potential and a commitment to social change. We are open to talented and passionate people who are curious about the world and want to leave a positive mark on it.

## What to expect

The program is highly interactive and features a variety of teaching methods. In addition to formal Harvard case studies and a unique pedagogy of full-immersion as well as a real-time case, the program also uses films and various structured exercises, some of which involve poetry and philosophy readings.





## Results in 2016 - 2021

Top-quality design, excellent teaching, and a truly wonderful experience. In a formal survey carried out after the main residential part of the Academy:

**100%** of participants would **recommend the program** to others, especially those whom they wish the best.

**100%** of participants rated **teaching quality at the highest levels**.

## Methodology

The program is based on a unique methodology called Leadership-4D-Experience™ and covers three critical aspects of exercising leadership:

### People

This dimension relates to situations when you, as a leader, decide where things stand. In this dimension, we discuss the following topics: an in-depth understanding of the sources of employee motivation, building long-term capabilities of the teams vs. short-term business goals, understanding the impact and importance of an organizational culture on people management in a specific organization.

### System

This dimension relates to situations when you, as a leader, are limited by the system in which you operate. It is a frustrating challenge which requires the skill of managing the complexity and ambiguity of the environment. In this dimension, we discuss the following topics: chaos and conflict, group dynamics, the role of stability and the lack of stability in social systems and organizations.

### Self

This dimension focuses on who you are as a leader with regard to matters you control and matters that control you. What is the deeper meaning of your work, what are the sources of your motivation and your attitude to yourself, people and the world, as these define what you are capable of achieving.



## The program comprises of:

4-month

Harvard-type leadership development program



1-year

regular Leadership Nests™ support program after graduation

Upon graduation from the Academy, participants as our Alumni and members of the Leadership Academy for Poland Alumni Network – one of the strongest and unique professional networks of outstanding people and organizations in Poland – are offered an additional 1-year support program.

## Faculty

We have put together an outstanding faculty of world-class scholars and educators to provide unique experience. Each edition of the Academy is run by a different set of faculty drawn from our network of leading educators from around the world.



**Prof. Cezary Wójcik**  
**Founder and Academic Director**

Professor of finance and leadership, the founder of the Center for Leadership, former visiting scholar at Harvard, Berkeley, Melbourne, Glasgow and other universities. He studied at Harvard

University where he completed, among other things, a Master Class for Leadership Educators. He also completed a number of management and leadership programs at other schools, such as IESE Business School and HEC Paris.



**Prof. Ronald Heifetz**  
**Harvard Kennedy School of Government**

Ronald Heifetz founded the Center for Public Leadership and is the King Hussein bin Talal Senior Lecturer in Public Leadership at Harvard Kennedy School. Heifetz speaks extensively and advises

heads of governments, businesses, and nonprofit organizations throughout the world. He co-developed the adaptive leadership framework.



**Prof. Dean Williams**  
**Harvard Kennedy School of Government**

Dean Williams is a faculty member at the Harvard Kennedy School of Government, based at the Center for Public Leadership. He is the author of “Leadership for a Fractured World: How to Cross Boundaries,

Build Bridges, and Lead Change” and “Real Leadership: Helping People and Organizations Face Their Toughest Challenges”.



**Prof. Hugh O'Doherty**  
**Harvard University**

Raised in Northern Ireland, Hugh O'Doherty teaches leadership at Harvard's John F. Kennedy School of Government and is a Senior Associate with Cambridge Leadership Associates. Hugh has taught

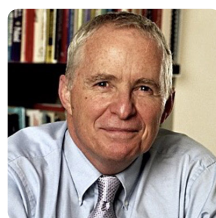
leadership and conflict resolution at the Jepson School of Leadership Studies, the McGregor Burns Academy of Leadership, University of Maryland, where he directed the Ireland-US Public Leadership Program for “emerging” leaders from all the political parties in Ireland.



**Prof. Timothy O'Brien**  
**Harvard University**

Tim O'Brien, Lecturer in Public Policy, teaches Exercising Leadership: The Politics of Change and Developing People at Harvard's Kennedy School of Government. He also chairs the Leadership for the

21st Century: Chaos, Conflict & Courage executive program. His research focuses on adult development, identity formation, experiential learning, clinical teaching methods, and leadership education.



**Dr. John J. Scherer**  
**Scherer Leadership International**

Dr. John J. Scherer, Co-Director of SLI, is a respected international speaker, consultant and change facilitator with many of the world's best-known organizations and their leaders, including Boeing, Ford, GTE,

Microsoft, The Government of Canada, Siemens, ALIOR, DHL, Netia, PLAY, Tchibo and many others. Leaders and change facilitators from 28 countries have graduated from his Executive/Leadership Development Intensives (EDI/LDI).



**Michael Murray**

Since 1973 Mike Murray has helped managers, corporate executives, government officials and others work more productively and synergistically. As owner of his own consulting business and as a featured speaker for a major

seminar company, Mike has trained more than 350,000 seminar participants in areas such as change management, conflict resolution, strategic planning, customer service, creative problem solving and team building.





Never underestimate the power of a group of people dedicated to change the world. In fact, only such groups have ever changed the world.

Among our partners are:

**Deloitte.**



**Google**



Partners typically join in the context of **HR, PR, CSR, Employer Branding** or **Public Affairs** activities. [See the full list of our partners.](#)

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” I think the Leadership Academy for Poland is a really wonderful initiative. I am amazed how successful it has been right from the start. To see how much already talented and experienced, successful people have learned during a few months of educational process was really quite inspiring for me. I have rarely seen such an effective educational design.

– Prof. Ronald Heifetz, Founding Director of the Center for Public Leadership at Harvard Kennedy School of Government

” The Leadership Academy for Poland is a very challenging and innovative program. One of the unique and powerful aspects of the Academy is that it helps people to see that authority and leadership are not the same. When I look at other programs – they don’t make this crucial distinction.

– Prof. Hugh O’Doherty, Harvard University

**Apply to the Academy**

## Contact person

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