Executive Program
Leadership Development Program

2003 Program Dates

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Application Deadline</td>
<td>October 1</td>
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<tr>
<td>Pre-program Kick-off and Introductory Coaching Session</td>
<td>October 1</td>
</tr>
<tr>
<td>Final Coaching Session</td>
<td>January 16</td>
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Program Fees
$7,000 per person.
CHRMS Members will receive a $1,000 discount

The Faculty

- Alex Horniman, Professor of Business Administration, Professor of Organizational Behavior and Psychology, Darden School of Business, University of Virginia; University of Virginia Senior Fellow, Olsson Center for Applied Ethics
- John Craig, former President, Adams Confectionary USA
- Gerard Farias, Assistant Professor of Management, Silberman College of Business, Fairleigh Dickinson University
- Lyle Yorks, Associate Professor of Adult and Continuing Education in Organization and Leadership, Teacher’s College, Columbia University.

Information and Registration
For further information, please log onto http://alpha.fdu.edu/sei/ee/ldp.html
Or by telephone (973) 443-8577

Contact

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Program Topics
- Leading Individual and Organizational Change
- Project Definition, Chartering and Leadership
- Developing High Performance Teams
- Developing a Leadership Story
- Effective Communication: Mobilizing Commitment
- Coaching
- Systems Thinking
Program Overview

The Leadership Development Program (LDP) is an integrative learning experience that develops the knowledge, skills and behaviors of high-potential individuals.

The action learning approach requires participants to pre-select an organizational initiative/project on which to work during the program.

The LDP will engage participants in a vigorous learning environment that includes:

• Stimulating discussions with distinguished executives
• Real-world application on company projects
• Individualized coaching ensuring both personal and professional growth

Who Should Attend

This program is designed for managers and/or cross-functional leadership teams responsible for delivering key organizational results. Responsibilities may include:

- innovation programs
- new product development
- category/customer management
- organizational restructuring
- post-merger integration

Participants should demonstrate the ability to take on stretch projects and must have strong senior management support to attend the program.

Program Objectives

At the completion of the program, participants will be able to:

• Demonstrate outstanding measurable results on their projects
• Lead teams into action in support of shared business goals
• Commit to follow-up actions that enhance performance
• Take on high-level stretch projects

LDP Difference – Making It Meaningful

• Engaged Sponsor: Engagement of the participants and the leaders they report to ensures benefits for both the individual and the organization.

• Company Project Based: Daily application of newly acquired knowledge to specific on-the-job experiences via the participant’s selected project. The project will be explicitly linked to the participant’s organizational strategy.

• Individualized Coaching: Multiple one-on-one coaching sessions to build personal effectiveness.

• Measurable Results: Achievement regarding progress on the selected project as well as personal development will be recorded.

Program Schedule

Over a 16-week period, a learning partnership between the participant, the coaches, the participant’s supervisor and the instructors will be formed.

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<tr>
<th>Week</th>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>-2</td>
<td>Pre-program Session</td>
<td>Program director, coach, participant and his/her supervisor meet to discuss program, project, coach’s role and expectations. Introductory coaching session.</td>
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<tr>
<td>1</td>
<td>Program Session 1 October 13-14</td>
<td>Presentation, discussion and application of leadership, teamwork and communications</td>
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<tr>
<td>2-5</td>
<td>Coaching</td>
<td>Two individual development sessions</td>
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<tr>
<td>6</td>
<td>Program Session 2 November 17-18</td>
<td>Presentation, discussion and application of change, team effectiveness and coaching</td>
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<tr>
<td>7-12</td>
<td>Coaching</td>
<td>Two individual development sessions</td>
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<tr>
<td>13</td>
<td>Program Session 3 January 10</td>
<td>Presentation, discussion and application of coaching skills, process reflections and knowledge sharing</td>
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<tr>
<td>13+</td>
<td>Coaching</td>
<td>One individual session: personal development plan</td>
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