The Leadership Map: Where do your people stand?

UCLA Anderson Executive Education has a unique view into the leadership and management challenges that executives contend with across a broad spectrum of industries. To support our clients in addressing these developmental needs, we have devised the Leadership Map, articulating the key skills required by future leaders.

The UCLA Anderson Multidimensional Leaders’ Institute exerts a transformative influence on the Leadership Map of your organization by moving diverse leaders towards the “sweet spot” at which these three perspectives converge.

Employing a variety of assessments, course sessions and coaching feedback, participants identify where they need to develop and what personal strengths they can harness to continue to grow as leaders. In particular, the focus is on developing their ability to leverage diverse perspectives.

We believe that a broadly capable, forward-thinking leader of today’s global economy must be able to...

**Lead the Sustainable Organization**
Do you have a robust understanding of how your business works and its niche in the global marketplace? Can you successfully navigate the organization’s formal and informal networks and bring your team’s resources and strategies into alignment with the enterprise-wide vision and mission?

**Leverage Diverse Perspectives**
Do you know how to fully leverage your leadership style and unique perspectives? Are you able to build and mobilize diverse teams for action in a way that maximizes organizational impact?

**Actualize Innovation to Create Value**
Can you develop fresh ideas—both your own and those of others—from conception to market? Do you possess the ability to use rigorous methods to solve difficult problems with effective solutions?
A More Powerful Diversity Value Proposition
Evolution Of The UCLA Anderson Leadership Suite

In 1998, UCLA Anderson was the first business school in the world to launch a Suite of Institutes designed to develop the leadership capabilities of diverse managers and enhance their career trajectories. As approaches to diversity have shifted, UCLA has evolved to meet the needs of our client organizations and participants. Now, UCLA Anderson is leveraging more than 15 years of experience in the space to launch a new concept into the marketplace.

From Diversity to Multidentity

The diversity of an organization can no longer be adequately addressed by viewing leaders through one cultural or demographic lens. As individuals, we grapple with the many facets that make up who we are, what we believe, how we behave, and ultimately how we are treated and recognized by our organizations.

In order to thrive in today’s digital and global marketplace, leaders must recognize and understand themselves as multifaceted, multidimensional managers who can deliver greater business results and build careers—both their own and those they lead—by harnessing and learning to utilize their own unique attributes and those of their team members.

The UCLA Multidimensional Leaders’ Institute incorporates the vital lessons learned when managers explore and acknowledge their unique cultural roots and scripts. The Institute provides the opportunity to learn from others’ values, characteristics and beliefs. And it offers a safe space in which to develop career- and organization-building tools based in the effective management of our similarities and differences.

Incorporating a variety of learning elements and instructional design, the Institute builds authentic leaders who demonstrate and practice a highly honed type of leadership effectiveness: understanding themselves as leaders, the choices they have in bringing their whole selves to work, how to navigate corporate culture, and importantly, how to develop others to increase organizational value and advantage.

The Institute follows a learning journey during which participants take in a multicultural, multifaceted lay of the land, gain skills to become more effective leaders and grasp how to employ those new skills to lead their organizations forward.
The Experience

The 3 1/2 day on-campus experience is the hub of this five-month leadership journey, with extensive pre-work and assessments, and in-depth post-program analysis that reinforce insights gained, gauge your progress and drive home the workplace applicability of what you’ve learned.

Management assessment tools, including the Birkman Method Assessment and a customized Leadership Competencies Assessment, are combined to provide you with a clear understanding of your management strengths and personal leadership style, how your style impacts others and areas that could benefit from improvement. The assessments are completed and reviewed in detail with your coach, delivering results you can employ to drive your leadership development.

Coaching
Coaching is a critical part of your transformation as a leader, that’s why your experience will include both individual coaching sessions as well as support through peer coaching clusters. You and your coach will utilize the results of your two assessments to define your goals, identify your leadership strengths and opportunities for development, and create your Leadership Action Plan. In addition, all participants will be divided into coaching clusters. Led by a faculty member, you and your peers will serve as peer mentors, both in person during the on-campus experience and virtually after you leave UCLA.

Action Journal
Our exclusive reference guide will serve as your compass to chart your progress through each phase of the program. In this journal, you will find compelling questions and structured activities that will lead you through the process of understanding where you have been, where you are going and where you see yourself as a leader in the future. By fully engaging with this journal, you take away from this experience a detailed plan for how to accelerate your career as a leader. Each section of the journal closely maps to each phase of the program—setting the foundations for learning and preparing you for action upon your return to work.
Adapt: Months 1–2

The first phase of the program is structured to help participants Adapt as leaders. Adapting is the process of preparing for change. And this foundational work begins with a series of virtual learning opportunities:

- Participants engage in a kick-off web conference providing them with a program overview
- They complete a personal assessment and a Leadership Competencies Assessment along with additional pre-program assignments
- They engage in their first individual coaching session

This first phase of the program is spread over two months and will require approximately 6-10 hours of participants’ time.

Catalyze: Month 3

The second phase of the program is the on-campus experience. These three days prepare participants to Catalyze their learning through the development of a wide array of leadership skills—such as networking, mentoring and effective team decision making—that help them communicate their vision and inspire others to join them in driving organizational change. During these sessions, participants are provided with the appropriate tools to help them translate their learning into actionable next steps at work.

Transform: Months 4–5

The third phase of the program, which is delivered virtually, helps participants Transform their individual professional goals into organizational action. This transformation depends upon how far they are able to harness their unique leadership capabilities to inspire those around them in the pursuit of innovative strategies for actualizing value. In short, how far they can Adapt and Catalyze.

Progress is tracked in their Leadership Action Plan—a tool customized to their personal development goals but designed to facilitate the application of their expanded skill sets to their organization’s needs.

In addition, participants have two more individual coaching sessions, and engage in two webinars with their “coaching clusters”—peer groups convened to focus on application of program learning. This final phase of the program spans two months and requires approximately 6-10 hours of participants’ time.
Impact of the Institute

**Organizations** reap the rewards of participants’ expanded leadership capabilities and foster a more inclusive management team better able to harness diverse perspectives and sustain positive impact in the marketplace.

**Participants** gain deeper understanding of their personal leadership profiles and the strategic roles they play in their organizations. Armed with a Leadership Action Plan, they return to work ready to lead their teams and drive organizational results.

**Who Should Attend?**
The UCLA Multidimensional Leaders’ Institute is ideal for those with five or more years of experience managing people and/or projects. You will have experience in identifying and working through the leadership challenges and opportunities faced by managers in a corporate, public sector, entrepreneurial or non-profit environment.

**Program Format and Fees**
UCLA Multidimensional Leaders’ Institute comprises a five-month experience centered in a three-and-a-half day, on-campus immersion in releasing your leadership potential. The fee of $8,500 includes: the on-campus sessions, web conference program kick off, Birkman Method Assessment, Leadership Competencies Assessment, three individualized coaching sessions, two coaching cluster web conferences, an Action Journal, educational materials and most meals while attending on-site sessions.
How to Partner with Us

The content and learning strategies of any UCLA Anderson Leadership Institute can be customized to meet the enterprise-wide needs of your organization. Bringing a UCLA Leadership Institute in house to your organization can deliver the following benefits:

• Designed to your organization’s objectives and target audience
• Flexibility in length and use of learning elements
• Senior executive involvement
• Consistent messaging with everyone on same page

The following Institutes are offered:

• African American Leadership Institute
• Latino Leadership Institute
• Leadership Institute for Managers with Disabilities
• Lesbian, Gay, Bisexual, & Transgender Leadership Institute
• Women’s Leadership Institute
• Multidimensional Leaders’ institute

Call us at 310-825-2001 or email us at execed@anderson.ucla.edu to discuss how we can partner with you to develop your diverse executive talent pool into a powerful (and empowered) team of forward-thinking leaders ready for business in today’s global economy.

The following prestigious organizations are among many to have partnered with UCLA Anderson Executive Education as supporters of open enrollment, custom, and consortia programs:

Bank of America Merrill Lynch
Cargill, Inc.
Chubb Group of Insurance Companies
Citi
Fannie Mae
Human Rights Campaign Foundation
IBM Corporation
Mattel, Inc.
NAMIC

National Society of Hispanic MBAs
Northrop Grumman Corporation
Novartis Pharmaceuticals Corporation
Out & Equal Workplace Advocates
PepsiCo
Raytheon
Wells Fargo