

LEADERSHIP PROGRAMMES COMPARISON GRID

Moving up the leadership ladder can be daunting. Effective managers do not always make strong leaders. They have to learn new skills and gain new self-awareness in order to influence and inspire those around them. INSEAD's 4 Core Leadership programmes are designed to smooth the transition by developing your leadership skills as you move into a larger role within your organisation:

- The Leadership Transition
- Leading for Results
- High Impact Leadership Programme
- Learning to Lead.

PROGRAMME	PARTICIPANT PROFILE	CONTENT	KEY BENEFITS	LENGTH	LOCATION
The Leadership Transition	<ul style="list-style-type: none"> - Experienced, mid-career executives in upper-middle to senior level positions preparing to take on enhanced leadership responsibilities within their organisations - Particularly those who are moving from functional or operational roles into roles that are more strategic 	<ul style="list-style-type: none"> - Understanding the latest leadership models – and personalising them for yourself and your organisation - Comparing yourself with different leaders by analysing their styles on video - Learning about the hidden dynamics of your team's behaviours and how to leverage them - Diagnosing your organisation's political landscape and getting things done through effective informal networks - Using 360-degree feedback and coaching skills for self-improvement – and developing an individual action plan 	<ul style="list-style-type: none"> - Gain valuable personal insight into your leadership style and its impact - Develop a leadership strategy with more constructive use of leadership power, allowing for more effective behaviour and results as a leader - Become a transformational change agent, facilitating an increase in positive results from senior-level initiatives 	5 days + 2 days	Fontainebleau
Leading for Results	<ul style="list-style-type: none"> - Middle or senior managers from all functional areas who have typically made the transition from managing individual contributors to managing other managers - More than 6 years' management experience, with significant line or functional responsibilities, and with high potential for top leadership positions 	<ul style="list-style-type: none"> - Setting direction: the characteristics of a challenging vision and strategy – and how to communicate them - Aligning resources: designing a results-oriented organisational structure; developing high-performance cultures; aligning goals; sustaining focus - Inspiring action: creating high-performance teams; leading by leveraging emotions; aligning rewards with performance - Developing yourself using feedback from others (including the programme's 360-degree assessment) - Developing others through effective coaching and mentoring 	<ul style="list-style-type: none"> - Acquire deep insights into personal leadership strengths and weaknesses - Gain tools for setting direction and vision to guide teams and units to create a high-performance culture - Develop strategies to motivate people, delegate responsibility and lead change 	5 days	Fontainebleau Singapore
High Impact Leadership Programme	<ul style="list-style-type: none"> - Managers with 3 to 6 years' experience leading teams (including MBA graduates) who are looking for specific training in leadership and management - Participants range from high-potentials to experienced technical specialists who have come to leadership positions late in their careers 	<ul style="list-style-type: none"> - Understanding organisations: the structure, culture and behaviour; how to influence and incentivise people, leveraging formal structures and informal networks - Leading teams: the interface between the individual and the organisation; how to manage internal group processes and develop talent; how to manage external sources of knowledge, information and support - Developing leadership skills: a hands-on workshop; practical sessions with coaching and group work to develop self-awareness, address personal weaknesses and build on personal strengths; the creation of an individual development plan supported by post-programme follow-up 	<ul style="list-style-type: none"> - Understand how organisations work and how to develop and use your professional network to achieve your objectives - Learn how to create and maintain a high-talent, high-energy and high-performance 'X-team' - Enhance your ability to obtain results through others by improving self-awareness, motivating your team, and influencing your organisation 	5 days	Fontainebleau Singapore
Learning to Lead	<ul style="list-style-type: none"> - Professionals making the transition from an individual contributor status to a position of managing others for the first time, or who have made this move within the last 2 years - Professionals from diverse industries and age ranges, who share the need to develop their people-management skills as they manage direct reports for the first time 	<ul style="list-style-type: none"> - Mastering essential leadership skills to become a successful manager of people - Developing people skills to lead teams, motivate others, reinforce good performance, correct undesired behaviour and provide constructive feedback effectively - Learning frameworks, tools and techniques to support different managerial roles - Understanding the four key roles of a manager: director, motivator, enabler and coach 	<ul style="list-style-type: none"> - Develop awareness of your strengths and weaknesses as a leader - Acquire confidence and tools to create vision and set team direction for greater success - Master frameworks and tools to inspire people and motivate them to perform better 	3 days	Fontainebleau Singapore