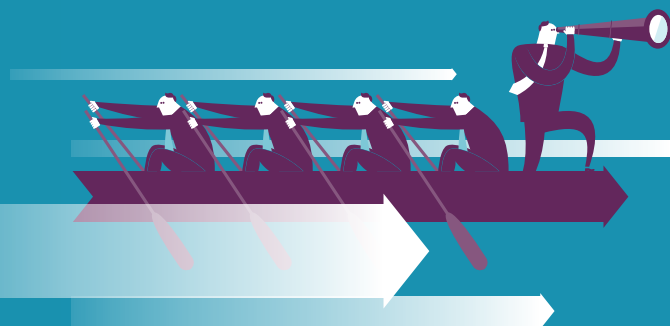


# McKinsey Leadership Accelerator



Accelerating the development of emerging leaders

## What?

The McKinsey Leadership Accelerator program is a **nine-month accelerated development experience** for successful executives that helps to realize their full potential as the next generation leaders.

This unique development journey enables a **step-change in your performance and effectiveness** as a leader by instilling:

- Greater mindfulness and clarity of purpose
- Proficiency in skill set needed to succeed in senior leadership roles
- Mastery of change and results leadership
- Accountability for personal and organizational development

Drawing on McKinsey's **unrivalled global experience in developing leaders**, the program integrates practical business insights with proven, innovative development methods to deliver significant and lasting business results.

You will start by gaining an in-depth understanding of your personality, aspirations, strengths and areas for growth. Then you will embark on a development journey built on our **unique forum-and-field approach** to personal mastery, Centered Leadership. During three multi-day "forum" workshops, you will learn, discuss and practice elements of effective leadership, including:

- Deepening your self-awareness
- Mastering challenging conversations
- Leading and motivating teams
- Influencing and inspiring others
- Managing change

A real **business challenge you face** serves as the basis for your development program. Between forum sessions, we will support you in successfully master-

ing this challenge with individual coaching, peer coaching groups, and access to business experts. Bringing the new approach to your day-to-day work with your teams will also be a core part of your development journey.

The program is led by **highly experienced McKinsey practitioners** and external experts on leadership development, and includes sessions with iconic business leaders.

## Why?

Building effective leaders for today's volatile, highly dynamic market environment is consistently the **no. 1 priority for CEOs globally** – because leaders like this have a disproportionate impact on an organization's performance.

Our unique approach delivers dual value: accelerated development of your leadership capabilities and better business performance. Only leaders with highly personal, genuinely distinctive capabilities make a difference to performance so our programs incorporate the latest insights from neuroscience and adult development to **focus on achieving awareness, developing lasting new habits and further enhancing your existing strengths**.

The **McKinsey Leadership Accelerator distills the essence of hundreds of programs** delivered to clients around the world into a coherent, nine-month experience to help you make the transition to senior executive roles – allowing you to address the most critical challenges now in your career:

- Understanding and mastering the executive leadership skillset

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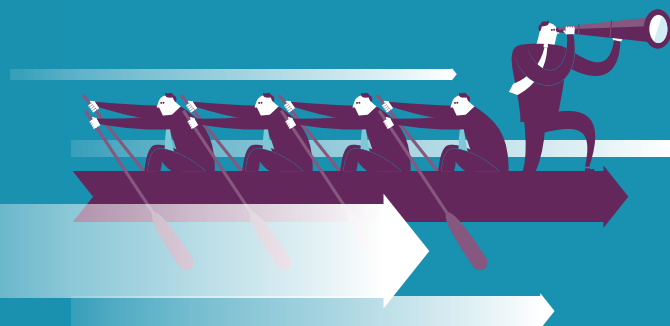
“The caliber of the faculty and all the design that went into it really helped people to think about what's really underneath the surface”

“It's not just all theory, you're looking for how we can actually get practical, ongoing application in our environment”

”

From participants who have attended similar level programs by McKinsey

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Accelerating the development of emerging leaders

- Shaping a personal aspiration and organizational vision, leading through inspiration
- Enhancing and activating your stakeholder network and followership
- Becoming a “public person” and shaping your image

Participants are carefully selected from leading Swiss and global organizations to ensure a **dynamic exchange of insights** and the networking opportunities so critical to your continued growth and success.

Working on your own, critical business challenge gives your development a concrete basis and provides an immediate way to apply your insights supported by the coaches, and your program peers.

Upon completion of the program, you will join the **McKinsey Leadership Accelerator alumni network**, connecting you with past and future participants, providing you privileged access to McKinsey research and knowledge, and giving you a platform to continue sharing knowledge.

## Who is this designed for?

This program is right for you if

- You have **experience in leadership** roles with significant revenue, cost, or people responsibilities
- You have the **potential to take on a senior executive leadership role** within the next 1-2 years
- You are driven to personal development and growth

Program participants are typically **seasoned or aspiring senior leaders**, e.g., business unit leaders,

country heads, category leads, or senior functional leaders of mid-sized to large, often globally active organizations.

Participants will come from a variety of industries, and McKinsey will reduce the potential for competitive conflict as much as possible.

To ensure an intense, discussion-oriented, and focused development experience, each program class is limited to **15-20 participants**, with a minimum of 2 faculty guiding the experience at any time during the workshops.

## Dates and location

Forum 1: Personal Leadership  
2 days, 2 and 3 July 2015  
Zurich

Forum 2: Business Leadership  
2 days, 24 and 25 September 2015  
Lake Geneva region

Forum 3: Adaptive Leadership  
2 days, 21 and 22 January 2016  
Guarda Val

## Program costs

The program cost is CHF 25,000 and covers the tuition, program materials, accommodation and meals. Participants are responsible for their own travel, transfers and incidentals

## Contacts

For more information about the program, please contact [MLD@mckinsey.com](mailto:MLD@mckinsey.com)



“Gave me more confidence; this self-awareness also allows me to be more adaptive to change”

“Easily the most useful, applicable leadership development program I have gone through”



## My journey as a program participant



	Leadership development	Business transformation
<b>Preparation</b>	<ul style="list-style-type: none"> <li>Reflecting on your aspirations and goals and deepening your understanding of your personality, strengths, and development areas</li> </ul>	<ul style="list-style-type: none"> <li>Identifying and preparing your current business challenge to enhance your leadership capabilities</li> </ul>
<b>Forum 1</b> Personal leadership 2 days	<ul style="list-style-type: none"> <li>Taking personal accountability for your development and career</li> <li>Understanding your barriers to progress and development</li> </ul>	<ul style="list-style-type: none"> <li>Breaking down and structuring my own real business challenges</li> </ul>
<b>Fieldwork 1</b> 3 months	<ul style="list-style-type: none"> <li>Practicing and strengthening acquired new leadership capabilities through coaching</li> <li>Practicing peer coaching with fellow participants</li> </ul>	<ul style="list-style-type: none"> <li>Working on your personal business challenge in one-on-one and peer coaching sessions</li> </ul>
<b>Forum 2</b> Business leadership 2 days	<ul style="list-style-type: none"> <li>Managing conflict and having difficult conversations</li> <li>Enrolling others in your leadership journey</li> </ul>	<ul style="list-style-type: none"> <li>Applying creative techniques to arrive at breakthrough solutions</li> <li>Building a coherent transformation program</li> </ul>
<b>Fieldwork 2</b> 3 months	<ul style="list-style-type: none"> <li>Continuing peer coaching with fellow participants</li> <li>Working on your personal “pain points” with your coach</li> </ul>	<ul style="list-style-type: none"> <li>Explaining the business challenge to your team members</li> <li>Sharing and facilitating ideas to arrive at breakthroughs</li> </ul>
<b>Forum 3</b> Adaptive leadership 2 days	<ul style="list-style-type: none"> <li>Understanding and addressing your triggers and fears</li> <li>Engaging others through influence rather than authority</li> </ul>	<ul style="list-style-type: none"> <li>Reflecting on the impact of leadership interventions on your own business case</li> <li>Committing to action plan</li> </ul>
<b>Follow-Up</b>	<ul style="list-style-type: none"> <li>Focusing on internalizing new leadership skills</li> <li>Ongoing peer coaching</li> </ul>	<ul style="list-style-type: none"> <li>Unlimited access to McKinsey Leadership Accelerator alumni network</li> </ul>

“

“This program is very insightful, full of learnings on ways to further improve leadership skills... addresses what I need fundamentally at the core”

“I was able to build a more engaged/motivated team, which drives business results and strong sense of ownership”

”

From participants who have attended similar level programs by McKinsey

## Selected Faculty

McKinsey has put together a faculty team that combines **intimate under-standing of business challenges**, world-class industry knowledge, and premium functional **expertise in leadership development and organization**

### Claudio Feser, Director, Zurich



20+ years experience in advising top executives on strategic growth and leadership development, leader of McKinsey Leadership Development, author of Serial Innovators: Firms that Change the World



### Florian Pollner, Principal, Zurich



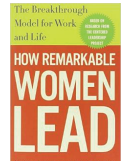
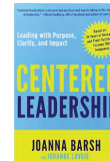
15+ years experience in coaching senior leaders and top teams on transformational change challenges across Europe, the Middle East, and Asia; EMEA Head McKinsey Leadership Development



### Joanna Barsh, Director Emeritus at McKinsey & Co.



30+ years experience in advising top executives on strategic growth and transformation challenges; best-selling author of Centered Leadership and How Remarkable Women Lead



### Erica Fox, President of Mobius Executive Leadership



15+ years experience in coaching senior executives and public sector change agents; long-time lecturer at Harvard Law School, best-selling author of Winning from Within



### Neil Janin, Director Emeritus at McKinsey & Co.



30+ years experience in advising top executives, e.g., in merger management; founder of the Financial Institution Practice in France; researcher and lecturer on leadership development at INSEAD and HEC, Paris

### Faridun Dotiwala, Expert, Mumbai



10+ years experience in coaching senior leaders on leadership development and transformational change; Head of McKinsey's Asia Human Capital Practice; co-founder of McKinsey Leadership Development in India

### Sarah Wilson, Expert, London



10+ years experience in advising clients on operations strategy and performance and designing and implementing large-scale organizational change programs



### Pierre Avanzo, Mobius Executive Leadership, Geneva



15+ years experience in coaching CEOs and top teams on leadership development; founder of McKinsey's Organization and Leadership Practice in India; pioneered an innovative capability building approach to accelerate the development of individuals and organizations