

McKinsey Leadership Development Boosters

Boosting leadership capabilities

What?

The McKinsey Leadership Development Boosters offers 7 cutting edge, in person, 1–2 day learning courses, tailored for today's high performing managers. These Boosters are designed to help your organization develop the next generation of leaders who are equipped with the skills require to overcome the challenges that matter most.

The Boosters build on over 30 years of organizational health and leadership research that shows

- Only a few core leadership skills truly matter in differentiating “good” versus “great” leaders¹
- Organizations that invest in developing leaders during significant transformations are 2.4x more likely to hit their performance targets³
- Organizations earn a substantial premium for great leadership – those performing in the top quartile on leadership outperform others by nearly 2x on EBITDA²
- Leaders who have mastered centered leadership capabilities feel 4x as prepared to lead amidst change and are 20x more likely to be satisfied with their leadership performance and life overall⁴

Given this, the Boosters offer a unique learning experience by targeting the key skills, techniques and interventions needed to enable managers to shift from “good” to “great”. Each of the 7 Boosters can be taken as a standalone course, to address specific and targeted learnings, or in concert to create a holistic leadership learning experience. This design allows for the ultimate flexibility in your organization's learning and scheduling needs.

The 7 Boosters are:

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| Skills | 1. Solving Problems , by learning how to apply the state-of-the-art 7-step problem solving technique (including problem structuring, hypothesis driven approach and issue tree design) to drive towards clear and executable solutions |
| | 2. Communicating Effectively , dedicated to learning the core tools and technique for effective verbal, written and presentation communication, by understanding your own communication profile to increase your presence and gravitas |
| | 3. Executing with Excellence , by understanding the core principals and tactics behind results-oriented leadership, including organizing work, delegating tasks, and motivating and managing effective teams |
| | 4. Mastering Challenging Conversations , by learning how to handle difficult conversations and situations, including conflict management, negotiations and performance feedback |
| | 5. Leading Others , dedicated to understanding how to lead teams and systems through influence and inspiration |
| | 6. Leading Change , by focusing on approaches to manage organizational change, including key concepts of performance and health, setting a vision and architecting change |
| Mind set | 7. Becoming a Centered Leader , by learning approaches for increasing your self-awareness, including understanding your personal sources of meaning and energy, personal biases and vision |



Collectively, these Boosters enable you to make a step-change in performance for your personal and professional growth by cultivating a:

- Fluency in results oriented managerial and leadership skills
- Deeper self-awareness and clarity of purpose
- Mastery in managing energy and reactions
- Accountability for personal development and that of others

Who is this designed for?

The MLD Booster Program is the perfect accelerator for you if you are:

- A high-performing manager with at least 5–7 years of experience
- Driven towards personal development and growth

Example titles of participants include, but are not limited to:

- Team leader
- Department head
- Middle manager
- Project manager

To ensure the time together is discussion-oriented and focused on topics of relevance to participants, each Booster range from 10–25 participants.

Additionally, depending on the composition of the specific Booster, Trainers from your organization are welcomed to attend to ensure the longevity and scalability of learnings for your organization.

Other

Program costs

- The program cost for each Booster is USD 1,500 per participant, and covers tuition and program materials. A minimum of 10 participants are required to host a Booster course
- Participants are responsible for their own travel, lodging and incidentals
- Optional full length digital courses available from McKinsey Academy on our immersive, social learning platform. Digital courses are designed based on how adults learn, combining the application of concepts with practical, real-world experiences

Contact

For more information about the Booster Program, please feel free to contact us at MLD@mckinsey.com

1 "Leadership Decoded", *McKinsey Quarterly*, December 2014.

2 "Return on Leadership", Organizational Health Index database (n = 60,000), Egon Zehnder Intl and McKinsey & Company.

3 "Transformational Change survey", January 2010; *McKinsey Quarterly*; June 2009 McKinsey Global survey results.

4 "The value of Centered Leadership: McKinsey Global Survey results", and "How Centered Leaders Achieve Extraordinary Results", *McKinsey Quarterly*.