Our goal is to accelerate the progression of Black leaders in their organizations

Drawing on our expertise in strategy, business, and professional development and on decades of research, McKinsey Academy has partnered with more than 400 companies to deliver training to participants across the globe, including 85+ CEOs.

Acknowledging the unique skills and challenges that Black executives face, we have developed two offerings that we will offer at no cost to participants:

- Black Executive Leadership Program
- Management Accelerator

We invite Black leaders who wish to take the next step in their careers to join us. We also encourage nominations of peers, managers, and other high potential executives from within your organization.

“These programs are changing lives. The content was thought provoking, the time together was rich in reflection, and I came away from the program energized and ready to apply different leadership.”
– Retail leader

“Without a doubt, the most powerful experiences I can recall. The ability to engage, connect, and share the deepest stories is where we are drawing the power from each other.”
– Healthcare leader

95% recommended rate

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Black Executive Leadership Program
Paving the way to the C-suite for senior executives

Designed for senior executives looking to ascend to C-suite roles, this program focuses on building the leadership capabilities and network that distinguish successful executives to help them achieve the next critical step in their careers.

**Approach**

**Build the core**  
Strengthen the skills required for effective leadership, proven through decades of research.

**Deliver impact in the next normal**  
Develop the skills needed to drive transformational change to succeed in today’s environment.

**Secure long-term success and satisfaction**  
Learn the skills, behaviors, and mindsets executives need to communicate their purpose and aspirations and build the connections needed to achieve them.

**Format**  
Participants will learn through a variety of formats, including plenary and small-group-based discussions.

**Time commitment:** 18 hours, over 3 months

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**Participant profile**  
This program is for senior executives who are currently 1 to 2 levels below the C-suite (reporting to a top team member, but not typically directly to the CEO) or high-potential senior leaders on track to a C-level role.

**Program start dates**  
November 2020 Cohort  
December 2020 Cohort

**Enroll now for 2021 dates:**  
8 cohorts will kick off monthly starting mid February

**Sponsorship and Networking**  
Build a broader network with other fellow Black senior executives and benefit from ongoing program alumni connectivity

Deepen relationship with key sponsor, from your own organization designated as your 1:1 coach during program

Join the McKinsey ecosystem of webinars, roundtables, and other executive events

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Ready to begin?  
To sign-up or nominate participants please email black-leadership-academy@McKinsey.com

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1 All digital for 2020.
Management Accelerator
Growing into senior leadership roles

Designed for high performing early to midcareer managers aspiring to take the challenging leap into senior leadership. This program focuses on building the core management and leadership capabilities as well as the cross-functional knowledge needed to lead successful businesses and teams.

Approach

**Build the core**
Strengthen core business acumen across 9 different functional topics (eg, Strategy, Finance, Operations, and Risk) that can be applied across industries and contexts.

**Enhance the leadership mindset**
Learn practical tools to overcome common mindset challenges and build the management muscle through problem solving and strategic thinking.

Networking

**Build a broader network** with other fellow Black leaders and benefit from ongoing program alumni connectivity

**Join the McKinsey ecosystem** of webinars, roundtables, and other executive events

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**Program start dates**
- October 2020 Cohort
- November 2020 Cohort

**Enroll now for 2021 dates:**
10 cohorts will kick off monthly starting late January/early February

**Participant profile**
This program is for high performing early to midcareer managers (eg, nonexecutives, typically 3–5 levels below the C-suite) who are on track to progress to senior leadership roles

**Format**
Participants will learn through a variety of digital formats including courses, workshops, and small-group-based activities

**Time commitment:** 45 hours, over 6 months (1.5–2 hours per week)

**Ready to begin?**
To sign-up or nominate participants please email black-leadership-academy@McKinsey.com