

March 2026

People Leadership Edge

Empower people leaders to meet the moment, navigate organizational change, and drive distinctive performance





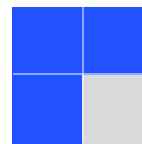
Team dynamics are radically changing. Are your people leaders ready?

8 in 10 companies
now use gen AI



39% of workers' core skills are
expected to change by 2030

Successful collaboration between humans
and AI agents helps to build capabilities that
can lead to exponential productivity gains



3 in 4
say geopolitical shifts
impact their organizations

AI, geopolitical upheaval, and workforce
expectations make resilience and
adaptability essential for anticipating
risks, shifting resources, and staying agile

1.7x

More likely to lead in innovation when
companies invest in inclusive leadership

Strong people leadership is critical to support
self-aware, inclusive, and adaptive teams

McKinsey's People Leadership Edge (PLE) equips leaders with the skills and behaviors to **meet the moment and drive performance**

Participants gain

A deeper understanding of the disruptive forces reshaping organizations and the skills and strategies needed to lead teams through change

Practical leadership behaviors to effectively navigate and manage complex team dynamics

A personalized outside-in assessment of leadership behaviors (LB360), with opportunities to review results and action-plan with an executive coach

A clear action plan to apply new behaviors at scale





The program helps navigate organizational change and drive distinctive performance

Technological change

Rethink traditional structures.
Reimagine how work gets done.

Technology—AI, automation, and data analytics—is equipping high-performing hybrid teams. PLE is helping them through complex transformations

Leadership performance

Redefine leadership.
Refocus on performance.

Tech-driven working models are transcending traditional structures and evolving employee expectations. PLE is helping to close critical performance gaps

Mindsets & behaviors

Reexamine processes.
Reinvigorate your teams.

Shift from control to enablement with frameworks that encourage initiative and support a healthy and effective organization. PLE is ensuring people and their ideas matter

The People Leadership Edge Journey

A virtual 12-week learning program
(1-2 hrs/week)

Journey reinforcements

Live sessions

Expert-led sessions on critical leadership topics with facilitated peer board breakouts

LB360 Survey

Before-and-after surveys mapped to leadership competencies with personalized results

Challenges

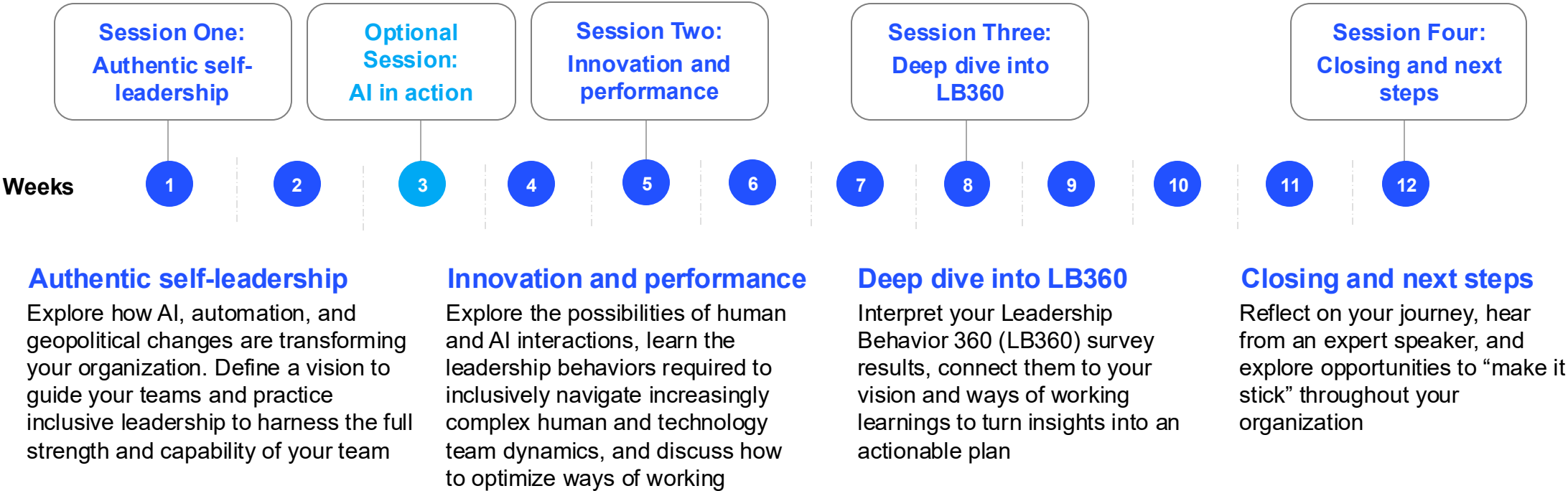
Tailored examples to apply the concepts in between sessions

Executive coaching

Peer boards facilitated by executive coaches to reflect on concepts and challenges

Digital module

Asynchronous digital learning to supplement live sessions (optional)



Does this describe your leaders?



For program dates and fees visit [website](#)

Email: People-Leadership-Edge@mckinsey.com

- **Manage** direct reports
- Oversee **project teams or initiatives**
- Apply **cultural norms**
- Grounded in **performance management fundamentals**

Organizational commitment

Be a program champion who works with our team to generate maximum participation and impact

Time commitment

18 hours over 12 weeks
(roughly 6 hours per month)





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