

McKinsey
& Company

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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 strategies 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

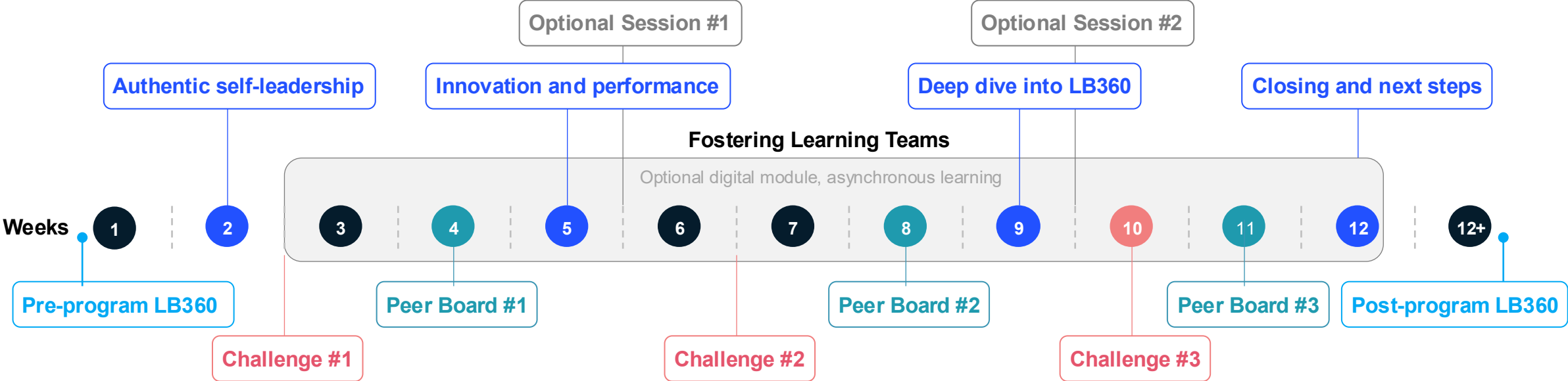
A virtual 12-week learning program (1-2 hrs/week)

- **Live sessions**
Expert-led sessions on critical leadership topics

- **LB360 Survey**
Before-and-after surveys mapped to leadership competencies with personalized results

- **Challenges**
Tailored examples to apply the concepts

- **Leadership Peer Board**
(Optional) Peer-led sessions to review concepts and challenges



Authentic self-leadership

Explore how AI, automation, and geopolitical changes are transforming your organization. Define a vision to guide your teams and practice inclusive leadership to harness the full strength and capability of your team

Innovation and performance

Explore the possibilities of human and AI interactions, learn the leadership behaviors required to inclusively navigate complex human and technology team dynamics, and discuss how to optimize ways of working

Deep dive into LB360

Interpret your Leadership Behavior 360 (LB360) survey results, connect them to your vision and ways of working learnings to turn insights into an actionable plan

Closing and next steps

Reflect on your journey and explore opportunities to “make it stick” throughout your organization

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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Appendix

McKinsey has a proven methodology to build capabilities at scale

We've reskilled thousands of people leaders and enabled cultural change in their organizations using:

- Expert-led sessions to introduce concepts and generate discussion
- Real-time feedback mechanisms to support growth and accelerate proficiency
- Practical exercises to apply insight and demonstrate skills
- Peer-group gatherings to reinforce learning concepts and create connections

**We've reached
1M+ participants in
80+ countries and
3,000+ organizations**

**We have a 98%
recommendation rate**

McKinsey's People Leadership Edge (PLE) focuses on four competencies

Holistic leadership model

■ Focus of PLE



A People leadership

Identify mindsets, skillsets, and behaviors to motivate teams and enhance performance; for example:

- Defining accidental diminishers
- Building psychological safety
- Using AI for creative problem solving

B Strategy

Lead organizations and external stakeholders using a visionary mindset

C Management

Develop toolkits to get the work done effectively and efficiently

D Technology

Build high-level expertise and functional knowledge needed for your job

McKinsey offers programming for all components of leadership. Ask us about other options for a holistic journey.