

McKinsey
& Company

Aspire Program

By the McKinsey Center for CEO Excellence



A tailored program right for **your** journey to top executive role

Overview of the program

- The Aspire Program is a unique **six-month program**, custom-tailored to help you **discover and unveil the skills necessary for the next leadership position**, which consistently demands exceptional leadership, strategic vision, and an unwavering commitment to excellence.
- It brings together an **exclusive cohort of leaders**, meticulously selected from **diverse industries and regions**.
- **A council of advisors** is carefully curated to serve you as your personalized coaches who will support you throughout your learning journey.
- This **intimate gathering** offers an unparalleled opportunity for you to **engage with like-minded peers**, fostering a privileged and enriching environment for collective growth.

Key benefits for you



1 Understand yourself and the role

Explore key mindsets for CEO excellence
Gain deep insights into Top Executive role selection criteria



2 Level-set readiness for the next role

Develop a comprehensive view of your current readiness through assessment
Discover priority criteria to empower your path to success



3 Develop your readiness plan

Unveil your potential leadership blind spots
Identify individual strengths to leverage and prioritize gaps to address
Formulate a tangible action plan to address your gaps and propel your transformation journey



4 Execute your readiness plan

Execute your plan and evaluate progress regularly with your mentor
Leverage mentor and faculty inputs to refine your plan




5 Navigate the selection process

Define your proposition and proposed vision for your organization
Equip yourself to tackle all Board interview questions



Offering a distinctive **learning experience** through ...



1 

Peer network and community

Deep, confidential and off-the-record peer relationships, exclusive access to the world's biggest CEO events, and lifetime access to the Center's alumni community

2 

World class faculty

Learn from the world's best, including distinguished thought leaders, industry pioneers, and accomplished former CEOs

3 

Signature learning journeys

Bespoke and experiential learning journeys to navigate your candidacy phase and leadership archetypes

4 

Personalized mentor coaching sessions

A "council of advisors" that serve as a personal sounding board for your ideas and to develop tailored recommendations that suit your unique needs and leadership style

5 

Curated leading-edge insights

Personalized insights, newsletters and connections to relevant experts to create tactical and tangible learning opportunities for you on the most pertinent CEO Excellence topics

... to be fully equipped to succeed and outperform in 6 key responsibilities for CEO

Set the direction

Excellent CEOs set the direction of the business, and actively seek significant opportunities. They raise the aspirations of the company and look for intersections of where their business and the market meet.

Engage the board

Engage the board by being open, honest, and prompt about plans and problems. Excellent CEOs also introduce the board to the company and connect them to managers.

Align the organization

McKinsey research has found that companies that solve the soft stuff, such as culture and people, are more than twice as likely (79 percent to 30 percent) to execute a strategy successfully.



Connect with stakeholders

Successful CEOs make purpose an intrinsic part of the business model, knowing that testing strategy against purpose can open new areas of growth. Leading with purpose also enhances employee well-being and builds loyalty.

Mobilize through leaders

Successful CEOs build high-performing teams by asking what the most important jobs are, then finding those who can do them. They design for overall functionality and bring in a wide range of expertise.

Manage personal effectiveness

Great CEOs focus on what only they can do and are self-disciplined over their use of time. Managing personal effectiveness is about developing a sense of perspective, then using that to see into the future.

Built based on:

>1,000

Sources of external research

25

Years of data

3,500

Companies

>70

Countries

67

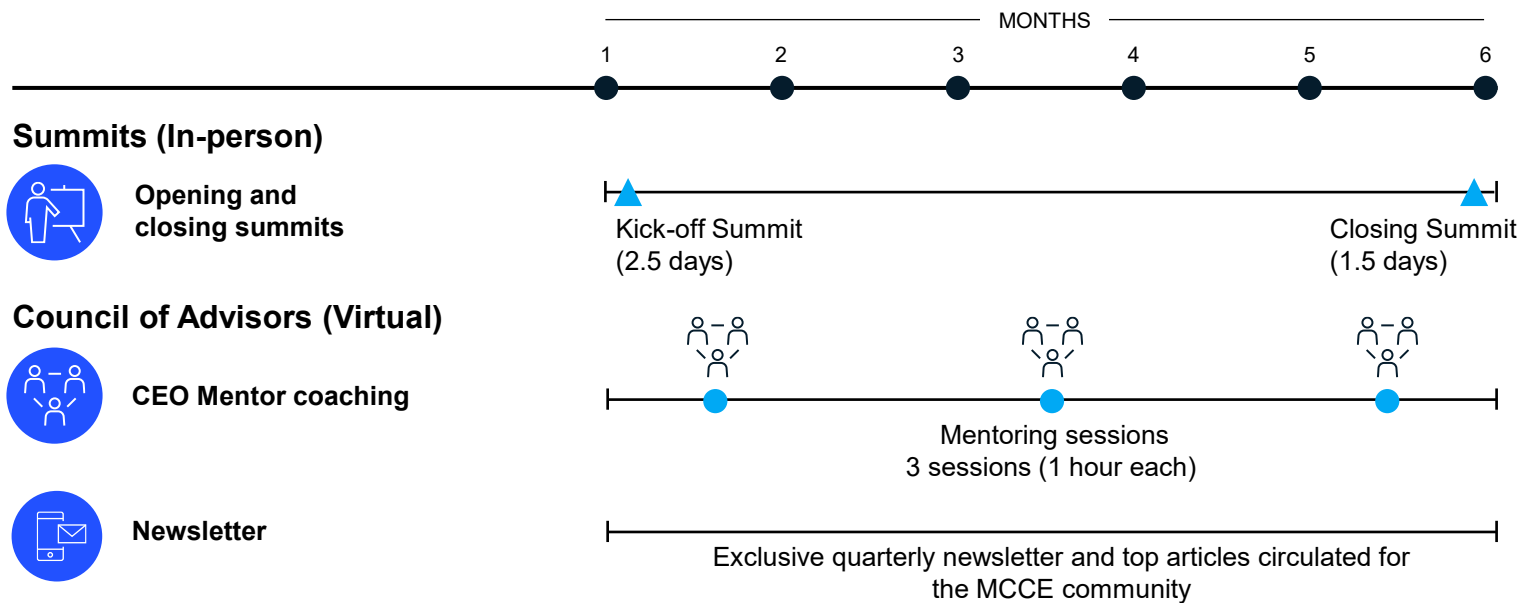
Highest performing CEOs interviews



A 6-month journey personalized for your holistic development

Illustrative journey

▲ Pre-scheduled hallmark sessions ● Flexible sessions, scheduled directly with advisors



What it contains?

Summits

Opening summit

Opening Summit with cohort of diverse peer C-suite leaders and distinguished faculty, with focused activities:

- Reflection and self-assessment
- Fireside chat with CEO mentors
- Group coaching
- Readiness plan discussion
- Journey reflections and commitments

Closing summit

Reunite with peers and faculty in the Closing Summit and look back on the past months of learning, discovery and personal growth:

- Personal effectiveness
- Action planning to elevate your journey beyond the program
- Graduation ceremony

Council of Advisors

CEO Mentor coaching

Focused topics for learning journey designed for your next role:

- Refine strategy and vision for the organization
- Navigate your candidacy phase
- Prepare for Board interviews

