



# The Leadership, Enhancement & Acceleration Program

*Executive Development Program for High Performing Human Resources Employees*

**June 6<sup>th</sup> – 7<sup>th</sup>, 2016**

Toronto, ON

**LEADERSHIP, ENHANCEMENT  
& ACCELERATION PROGRAM**  
For High Potential Employees

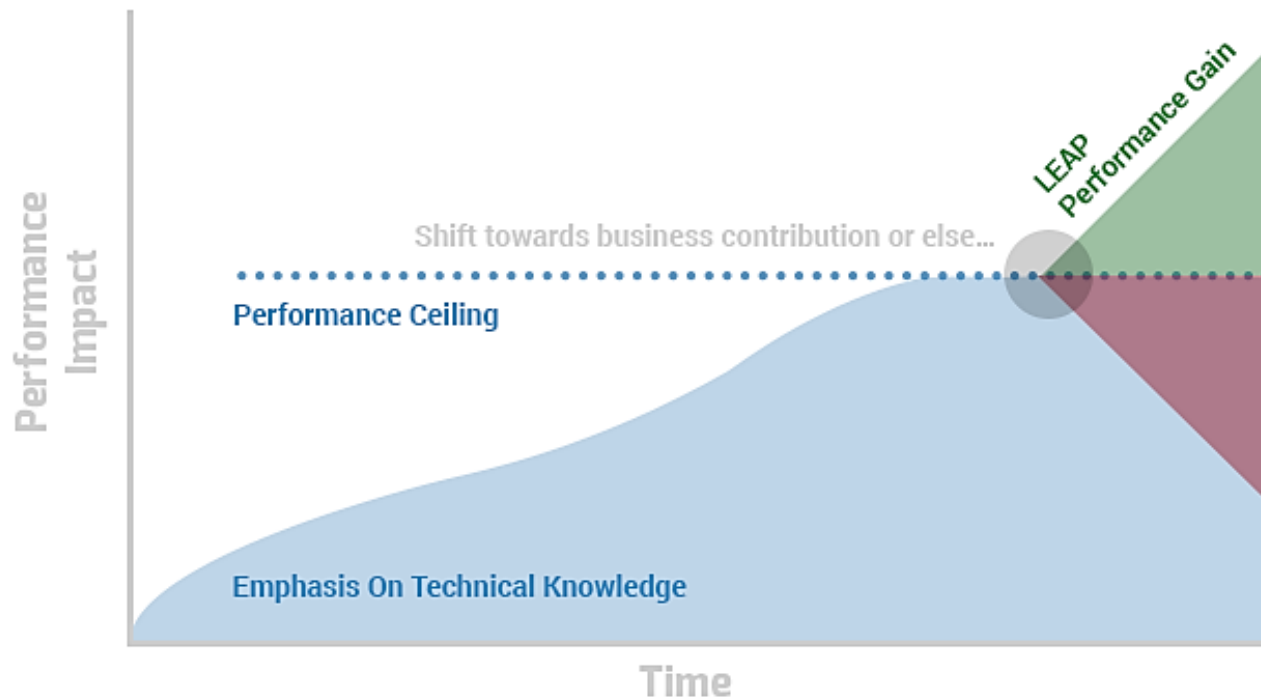


How high will your top performers LEAP?

**McLEAN &  
COMPANY**

# Unlock the Next Generation of Leaders' Performance

Every high potential eventually hits an inflection point – where what got them here, won't get them there.



LEAP is designed to help high potential, high performing employees break through the performance ceiling to become business contributors and next generation leaders.

To learn more call 1-877-281-0480 ext. 3290

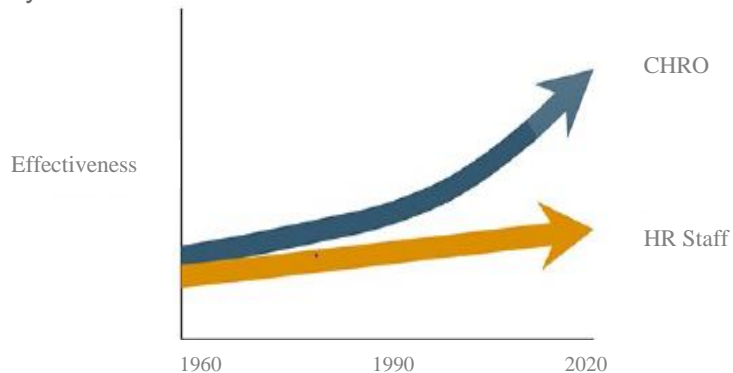
# LEAP Overview

LEAP addresses the widening gap between the growing demands on future HR leaders and development programs that historically excelled more in technical HR mastery than capabilities like leadership, talent management, innovation, and client and executive engagement.

This gap presents most acutely with high potential employees who have the competency to meet these new demands, but express frustration with the resources available to help them do so.

McLean's faculty designed LEAP to cost-effectively develop your future leaders functionally through a unique set of experiences, peer to peer learning, and yearlong reinforcement of lessons learned in their actual work.

LEAP spans three years including six in-person sessions with high potential HR leaders from top organizations. No other program matches it or its ability to nurture key skill improvements and professional network, as well as engage your most valuable employees.



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## LEAP OBJECTIVES

1. Maximize retention and productivity of high potential staff.
2. Develop & deploy skills critical for the HR function of the future.
3. Inflect project and work performance through sustainable behavioural change.
4. Build a world-class professional network for high potential staff.

## CURRICULUM DESIGN PRINCIPLES

1. Peer to peer discovery and learning is more effective than subject matter led learning.
2. Experiential learning is more effective than lecture.
3. Mixed learning that combines in-person, remote, and virtual experiences is superior to a single channel for developing insight.
4. Learning as part of workflow outperforms episodic learning.

# Experiences

Participants will join us for two events each year at our historic downtown Toronto office. Participants collaborate with peers from other leading firms, fostering an experiential learning environment that produces work that helps them advance projects when they return to their offices. Each experience is guided by our LEAP faculty, who have extensive experience in entrepreneurship, innovation, education, sales, and business operations.

- Spring 2016 **Experience 1:** Embracing the Leadership Mindset
- Fall 2016 **Experience 2:** Next Generation Talent Leadership for Enterprise Impact
- Spring 2017 **Experience 3:** Innovating for Breakthrough Performance
- Fall 2017 **Experience 4:** Mastering Client Engagement & Business Partnering
- Spring 2018 **Experience 5:** Elevating to Enterprise Relevance: Strategies for Engaging the Executive Team and the Board
- Fall 2018 **Experience 6:** Capstone Experience – Leading in a VUCA World



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The background of the slide features a dark blue, monochromatic image of a city skyline at dusk or night. In the foreground, several business professionals are silhouetted against the city lights. They are standing on a wooden deck with a metal railing, some holding briefcases. The overall atmosphere is professional and modern.

# MCLEAN & COMPANY

For more information please contact:

**Margaret Braun**  
Senior Director, Member Experience  
[mbraun@mcleanco.com](mailto:mbraun@mcleanco.com)  
1-877-281-0480 ext. 3290