

# Mahler Executive Leadership Program

*Unlocking performance potential  
in yourself and in others*

*Obtaining better performance from your employees ...  
Struggling to find the time to achieve your business goals ...  
Acquiring better “people skills” to facilitate your next career advancement ...  
Devising common goals for new teams for which you are responsible ...  
Finding the help you need to manage and lead others ...*

If you face these concerns and challenges, then Mahler invites you to attend the

## Executive Leadership Program

The program is geared to high potential senior executives, general managers (executives responsible for a business), senior functional managers or directors who aspire to these roles. Sessions are four days long and are held once every three months to provide an opportunity to experiment with on-the-job application. Each session is conducted in a different conference center within one hour of a major airport. The four modules focus on:

- Leadership and Self Discovery
- Leading Organization Change
- Strategy and Execution
- Leadership and Culture

In each module, you will have a private coaching session with the facilitator to discuss your development, organization challenges and career plans.

### Leadership and Self Discovery

You'll develop convictions and skills that will guide your transformation to becoming a more effective leader. Utilizing self-assessments, role-plays, instruction in management theories, and feedback from bosses, direct reports, and peers, you'll increase your knowledge and understanding of your impact as a leader. You will explore the discrepancy between your intentions and actions and formulate action plans to bring these into alignment. In addition, you will receive an interpersonal toolkit that provides templates to help you in selecting and terminating associates, providing feedback, coaching and counseling.

### Leading Organization Change

In this module you will explore what the best minds in the field have to say about the role of executives in leading change. Through tightly focused reading, organization assessments, simulations and case studies, you'll discover the leadership practices that contribute to both successful and unsuccessful change efforts. Whether you need to turn the business around, increase the level of teamwork, move to a new organization structure or implement lean/six sig-

**The Mahler Company, Inc.**

143 East Ridgewood Ave., Ridgewood, NJ 07451

Telephone: 201-797-4445 • Web: <http://www.mahlerco.com> • E-mail: [info@mahlerco.com](mailto:info@mahlerco.com)

# Mahler Executive Leadership Program

ma, you will learn how to focus on the people side of the equation and to apply real-time solutions to your own business change challenges.

## Strategy and Execution

In this module, you will be exposed to the latest thinking on strategy through class discussions of extensive pre-reading. You will be exposed to a variety of industries from manufacturing to hi-tech and be invited to make key strategic decisions regarding expansion, diversification and investment. In addition to developing strategic reasoning skills, you will also be exposed to a series of group leadership processes that have been shown to be critical to building the organizational capability to execute those strategies. You will learn how to use group process to forge reasoned consensus and motivate entire organization systems to achieve the strategy that you set.

## Leadership and Culture

In this, the final module, you will consolidate your previous learnings and apply these to your role as a leader of organizational culture. Using survey feedback, you will explore your leadership acumen. Your readings in preparation for this week will allow you to experience how companies such as GE, Google and Ritz Carlton have built strong, adaptive cultures and how others have built cultures that lead to ultimate failure.

## Work with your colleagues between classes

One of the hallmarks of the Mahler Executive Leadership Program is that we form “collaborative learning teams” that hold each other accountable for back home experimentation on improvement efforts. Whether it is implementing an RIO performance management system, making progress on an organization change or some other personal or organizational improvement effort, you will report back to your “collaborative learning partners” at each session.

## About The Mahler Company

*The Mahler Company, founded in 1972, develops leaders and helps organizations to quickly and successfully implement business strategies. Combining extensive leadership experience with leading-edge research, we provide our clients with the methodology and support needed to implement critical change initiatives, improve the skills and behaviors of organizational leaders, and help create business environments that are conducive to experimentation and change.*

### **The Mahler Company, Inc.**

143 East Ridgewood Ave., Ridgewood, NJ 07451

Telephone: 201-797-4445 • Web: <http://www.mahlerco.com> • E-mail: [info@mahlerco.com](mailto:info@mahlerco.com)