



TEAM OF LEADERS™

2-day program for senior, functional and project teams

Introducing the Center for Creative Leadership

*World leading in research and education
on leadership and innovation*



The **Center for Creative Leadership (CCL®)** is a top-ranked, global provider of leadership development. We only focus on leadership research and development. By leveraging the power of leadership to drive results that matter most to clients, CCL transforms individual leaders, teams, organizations and society. Our array of cutting-edge solutions is steeped in extensive research and experience gained from working with hundreds of thousands of leaders at all levels over the last 50 years. CCL is ranked Top-10 globally in executive education by Financial Times for 16 years on a row and counts 1600 staff members and associates around the globe.



The *Team of Leaders*™ Program

Senior, functional or project teams

The challenges faced by teams differ a great deal from those faced by individual leaders in an organization. Leaders often report that a **'lack of emotional intelligence'**, a **'lack of alignment and partnership'** - combined with the syndrome of **'self-interest always wins'** - have a disastrous effect on the dynamic of leadership teams, their effectiveness and the performance of the organization.

CCL's has 40 years of global experience in addresses such challenges. We offer an impactful way of bringing teams together and of **increasing their performance**. It is a developmental and transformational process for teams that face challenges in working together, or external disruptions and opportunities forcing them to redefine how they operate as a team. We help building trust, stronger interpersonal relations, accountability and collaboration. We also facilitate the process of getting a clear direction, and creating alignment and commitment among team members. This has a ripple effect across the organization as executive leaders are **role models**.

Our approach is unique, and integrates best of class CCL Team Effectiveness Assessment to see where our team is today, CCL Team Pulse Survey to regularly track and excel team development, an offsite interactive team workshop to prepare a team charter with clear roles and rules of cooperation which will increase coherence and team performance.



Marc Dellaert
Managing Director

1. CCL is **globally ranked Top-10 by Financial Times in executive education** and **only focuses on leadership research & development.**
2. CCL uses **proprietary models and assessments** for leadership development, which are easy to apply and recognized around the world. All models are based on years of research by CCL and have become industry standards.
3. Many CCL **facilitators and coaches** have an extensive **experience as top and senior leaders** in international and regional organizations, are seen as role models, and are fluent in English.
4. CCL is leading edge in leadership development, e.g. **vertical development, strategic thinking, influencing and boundaries, learning agility, team effectiveness.**

Why working with CCL? 2|2



EXPERIENCE

Four decades in leadership education.

We work with 30,000 leaders across 3,000 organizations on a yearly basis.



EXPERTISE

500 faculty & coaches and 25 full-time researchers worldwide

Largest managed network of over 600 leadership coaches.

Proprietary and easy to apply models.

Tens of publications on leadership topics



GLOBAL REACH

Offices on six continents.

Working with clients from more than 135 countries in 12 languages including Russian.



PROVEN RESULTS

Ranked Top-5 Globally in Executive Education by Financial Times.

Top-10 in Executive Education for 13 years on a row.

**FOCUSED EXCLUSIVELY
ON LEADERSHIP RESEARCH
AND EDUCATION**

**NOT-FOR-PROFIT
INSTITUTION
COMMITTED TO
RESEARCH-BASED
DEVELOPMENT**

**BREADTH OF GLOBAL
UNDERSTANDING**

**RESULTS THAT
MATTER**



TEAM
COHERENCE

MANAGING
CONFLICTS

BUILDING TRUST

EFFECTIVE
COMMUNICATION

SELF AND TEAM
AWARENESS

LEVERAGING
DIVERSITY

Team of Leaders™ | Program Agenda

09:00

OPENING COMMENTS

EXTENDED INTRODUCTIONS AND ACTIVITY:
KNOWING EACH OTHER OUTSIDE BUSINESS

MANAGEMENT AND LEADERSHIP

CCL LEADERSHIP MODEL (DAC)*
KEY LEADERSHIP CHALLENGE

EFFECTIVE FEEDBACK: SBI MODEL

EXPERIENTIAL ACTIVITY: COLLABORATION WITH
DEBRIEFING

TEAM EFFECTIVENESS ASSESSMENT
OUR TEAM MATURITY

17:00

PERSONAL PREFERENCES TOWARDS CHANGE
(CHANGE STYLE INDICATOR) + OUR TEAM DIVERSITY

EXPERIENTIAL ACTIVITY: TRUST
3 COMPONENTS OF TRUST

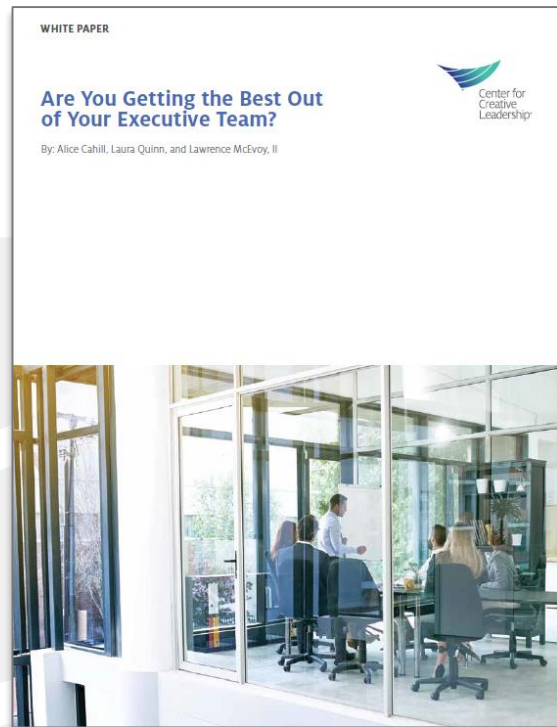
INTERPERSONAL PREFERENCES: FIRO-B
+ OUR TEAM DIVERSITY

TEAM ROLES
OUR TEAM CHARTER

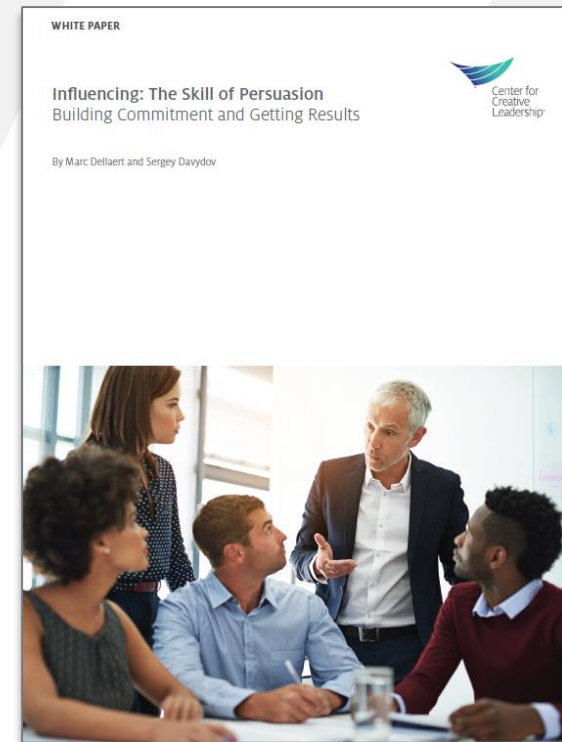
TEAM DEVELOPMENT ACTION PLAN
INTRO TEAM PULSE SURVEY

COMMITMENT AND CLOSING

CCL white paper Are you getting the best out of your executive team?



CCL white paper Influencing. The Skill of Persuasion



As a result of attending this program, the leaders will be able to:

- To understand what makes the real team effective and to see blind spots that the team can overcome;
- To diagnose possible team dysfunctions (absence of trust, fear of conflict, lack of commitment, avoidance of accountability, inattention to performance);
- To enhance the level of interpersonal skills, to strengthen the alignment within the team;
- To help the team to reflect on its current and desired state, and to prepare a team charter (explicating purpose, roles, norms, communication and decision making processes) and action plan;
- To help individual team members grow as senior leaders.



- 2-day program for senior, functional or project teams delivered
- Language: English or English/Turkish (some materials in English only)
- Level: Senior or Middle Level
- Delivered by 2 senior level CCL faculty members
- Up to 24 participants
- Includes 2 CCL assessments and two electronic white paper for each participants
- Includes CCL International Certificate of Attendance for each participant

Contact our partner in Turkey



Ferko Signature

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