

Linkage

The Linkage Executive  
Advancement Program

LEAP

Hindsight | Insight | Foresight



## ARE YOU READY TO TAKE THE LEAP?



Today's leaders navigate a world that's unlike anything we've ever seen before. As leaders confront an uncertain business landscape, what tools, strategies and techniques do they need to lead effectively in a period of greater risks and even higher stakes?

The Linkage Executive Advancement Program (LEAP) is designed to help leaders to re-discover and focus on their inner leadership strength and skills, and prepare them to manage today's toughest business challenges.

LEAP will equip leaders with new skills and knowledge to enable successful navigation into the future. In addition, as leadership involves active stewardship, laying the foundations of the legacies that they want to leave is an integral part of the program that leaders will work through in a guided manner. LEAP is a three week program, one week in Asia followed by a program recess of about six weeks and then two weeks in Harvard.

## WHAT'S DIFFERENT ABOUT LEAP ?

### **Benefit from Linkage's global experience and insights:**

Linkage has been rated as one of the Top 20 Training Companies in 2010. Since 2007, Linkage's Global Institute for Leadership Development (GILD) has been rated as the #1 leadership program by Leadership Excellence magazine.

### **Best-in-class faculty:**

Faculty members represent the best in their fields, ranging from educators, academia, consultants, business leaders, practitioners and researchers.

### **Pre-program leadership 'work-up' and on-going coaching:**


Leaders will identify their current leadership and business challenges, skills and knowledge areas, and benchmark themselves against peers at a similar professional level. Leaders will receive personalized coaching from Linkage coaches from the start of the program and at intervals during the program to help them to ground their learning and experiences into their day-to-day challenges.

### **Multiple perspectives, cross-industry, and cross-cultural learning:**

LEAP comprises a participant group from different companies, functions and countries to maximize cross-learning, powerful networking and a strong alumnus.



# THE LEAP ADVANTAGE

Week 1: Singapore/Shanghai/Sydney	Week 2 and 3: Harvard University	
<p><b>1. Hindsight</b></p> <ul style="list-style-type: none"> <li>• Is This Where I Should Be?               <ul style="list-style-type: none"> <li>– Career Audit &amp; Benchmarking</li> </ul> </li> <li>• Help, I Think I'm Tanking!               <ul style="list-style-type: none"> <li>– Getting Unstuck</li> </ul> </li> <li>• Where to From Here?               <ul style="list-style-type: none"> <li>– Career Management &amp; Transitions</li> </ul> </li> </ul>	<p><b>2. Insight</b></p> 	<p><b>3. Foresight</b></p> <p><b>Competencies</b></p> <ul style="list-style-type: none"> <li>• Managing the Grey zone</li> <li>• Managing White space</li> <li>• Managing Blue horizon</li> </ul> <p><b>Skills</b></p> <ul style="list-style-type: none"> <li>• You, Me, Us – Relational Economics</li> <li>• Broadscanning – Reading the Signs</li> <li>• Perfection in Execution</li> <li>• When and How to Take ‘Deep Dives’</li> <li>• Why Should Anyone Be Led By You? – Inspiring Others</li> <li>• Conflict is Good! – Pick the Right Fight &amp; Fight it Right</li> <li>• Futuring &amp; Innovation</li> </ul>

## THE BENEFIT OF HINDSIGHT.

What got me here? How far have I moved? Can I really get there? Where?

Leaders will reflect and then strategize their next move. In Week One of LEAP, leaders take stock of their career and leadership journeys they have embarked on so far. In addition, the leader's current job context, challenges and leadership style are explored including potential career derailers and issues of managing career transitions.

## THE WISDOM OF INSIGHT.

Leaders will examine their current level on the career pyramid, what motivates them and what they are striving to achieve next. Topics covered this week include:

- Leadership brand and reputation
- Leadership energy for the long haul
- Leadership edge
- Leadership sustainability
- Leadership legacy

## THE PROMISE OF FORESIGHT.

How do leaders develop these future-oriented competencies and skills that will enable them to overcome these challenges? How can they lead better and lay the foundations for building stronger and more flexible teams? Anchored by leading faculty from Harvard University as well as experienced practitioners, participants will be exposed to cutting-edge thought leadership and gain perspectives and knowledge that they will find invaluable for the next lap in their leadership development journeys.

## LEAD LINKAGE FACULTY

### Dr David Giber



David Giber is Executive Vice President at Linkage and leads Linkage's northeast consulting business, having responsibility for the development and delivery of consulting services and client solutions in the region. David has more than twenty years of experience in transforming companies into high-performing organizations by creating integrated human resource and leadership systems with measurable business impact.

David is also the editor of several landmark books, including *Best Practices in Leading the Global Workforce* (Linkage Press, 2004), *Best Practices in Organizational Development and Change* (Jossey-Bass, 2001), and *Linkage, Inc.'s Best Practices in Leadership Development Handbook* (Jossey-Bass, 2009), as well as a contributing author for *The Art and Practice of Leadership Coaching* (John Wiley & Sons, 2004).

David is an industrial/organizational psychologist who received his BA degree from Stanford University and his Ph.D. from Duke University.

### Samuel M. Lam



Samuel M. Lam is President of Linkage Asia and one of the leading practitioners in the field of leadership development. He serves as executive coach and adviser to a number of CEOs and senior business leaders in Asia. His expertise is in the area of leadership development, executive coaching, executive selection, performance improvement of top teams and talent management for clients throughout Asia.

Sam is also the editor of Linkage's 2nd edition of *Best Practices in Leadership Development Handbook* (Jossey-Bass, 2009).

Sam graduated with a B.A. from the University of Southern California and has an M.A. from the National University of Singapore.

## ABOUT LINKAGE

Linkage is a global organizational development company that specializes in leadership development. Linkage provides clients around the globe with integrated solutions that include strategic consulting services, customized leadership development and training experiences, tailored assessment services, and benchmark research. Linkage is headquartered in Burlington, Massachusetts. Worldwide, Linkage has offices in Athens, Auckland, Brussels, Bucharest, Istanbul, Johannesburg, Kuwait City, London, Mexico City, and Sydney .

In Asia, Linkage Asia was established in 2004. Its consultancy team is headquartered in Singapore and serves a regional clientele. Consultancy interventions include organization change, performance management, talent review and assessment, leadership development, succession management, mentoring and coaching interventions. Asia offices include Bangalore, Hong Kong, Kuala Lumpur, New Delhi, Seoul, Shanghai, and Singapore.

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