

Leadership College

"We are acutely aware of the need for investment in the next generation CEOs and are very excited about the promise of this program to enrich the participant's professional life and to enable them to play an even more vital role in California's healthcare future"

Duane Dauner
President of the California Healthcare Association

Leadership Colleges™ are offered "customized" as well as publicly for participants from varying organizations. Coming soon: emerging executive leadership colleges in China, healthcare executive leadership colleges in other regions, and customization for private sector companies. For more information contact Lore International Institute at 800-866-5548 or Russell Reynolds at 415-352-3300.



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The Leadership College™ Series

The ability to lead has never been more critical to American healthcare. Historical under-investment in next generation leadership has denied many organizations the benefit of internally developed talent. Russell Reynolds Associates and Lore International Institute combine their talent to create the Leadership College Series. Lore International Institute has been dedicated to building leadership talent since 1989, and has worked with some of the world's largest and most successful global firms. Russell Reynolds, one of the most trusted names in executive search and management assessment, embraces the challenge of contributing the best in leadership talent. In partnership Lore International Institute and Russell Reynolds Associates have created the Leadership College series to enrich the leadership capabilities of next generation CEOs. The College format, based on a fellowship model, provides the opportunity to build strong personal leadership capabilities that will help new leaders generate future success.

The Leadership College's Impact on Organizations

- ▶ Systematic approach to development and high potential leaders
- ▶ Industry-specific executive education focus on personal leadership skill development that makes a difference

- ▶ Heightened awareness of the requirements for strategic performance
- ▶ Collaborative relationships among industry peers and cohorts
- ▶ Exposure to new leadership techniques
- ▶ Capable and strategic leadership team who can influence the organization beyond functional area
- ▶ Improved employee engagement, energy, and morale

The Leadership College combines executive assessments by Russell Reynolds Associates, with Lore's coaching, interactive exercises, information-rich lectures, and action learning assignments to provide participating executives new insights about themselves, their leadership and decision-making styles, and their impact on others. The program consists of an in-depth competency based assessment and 75–125 hours of executive learning that is delivered over the course of ten months. The program is designed to develop the operational, interpersonal, and overall leadership skills needed for success. Because of the nature of the interactive sessions, executive coaching, and offline course work that augments "live" program days, participants go beyond networking to build mutually supportive, long-lived relationships with other developing executives.

The Leadership College Curriculum



The flow of the total curriculum leads the executive to push self-discovery and understanding of leadership style, to challenge assumptions about how leaders guide organizational impact, and to explore how personal leader style impacts the development and actions of others.