



CENTER FOR
**EXCEPTIONAL
LEADERSHIP**

————— CORPORATE PROGRAM GUIDE AND OFFERINGS —————



LIGHTING THE WAY FOR EXCEPTIONAL PEOPLE TO BECOME EXCEPTIONAL LEADERS ACHIEVING EXCEPTIONAL RESULTS

There's nothing accidental about good leadership. It is born of an intentional process in which one's given talents and strengths are carefully honed, while new ones are continually revealed and refined.

Great leaders are forged in this way – and at the Center for Exceptional Leadership (CEL), we forge them.

The CEL offers a highly individualized program of assessment, planning, development, coaching and mentorship,

all focused on building confident, visionary champions of an organization's mission.

Emphasizing character and principles, the CEL develops leaders who will drive sustainable success for their organization, its people and their community.

FOR SENIOR AND EMERGING LEADERS

The Center for Exceptional Leadership addresses the leadership development needs of two cohorts: an organization's established, senior leadership, and its emerging leaders – those beyond the frontline, who hold responsible leadership roles, yet are not in the C-suite or are new to the C-suite.

OUR METHODOLOGY

In our program, state-of-the-art assessment tools, data-driven best practices for leadership development, and exceptional support from facilitators, coaches and mentors combine to instill behaviors and practices critical to the creation of high-performance organizational cultures.

The CEL creates customized program options to address the specific developmental needs of participants through both individual and cohort-based channels. These programs are informed by a deep understanding of the business environment and the larger culture. Indeed, senior executives throughout the region serve in advisory and instructional capacities.

OUR TEAM

The Center for Exceptional Leadership draws on an extensive network of expert, certified professionals both to conduct leadership assessments and to deliver individual- and cohort-driven development experiences.



PARTICIPANT ACTIVITY OPTIONS

The First Step:
Assessment for
Self-awareness

Every individual who engages with the Center for Exceptional Leadership undergoes an initial leadership development assessment. This assessment establishes a “baseline” of a candidate’s leadership development assets, derailers and needs.

CEL assessments consist of a participant behavioral interview, a customized 360-degree multi-rater survey, and the HOGAN Leadership Surveys.

Based on this comprehensive assessment, an initial Leader Development Plan will be drafted by the CEL and the participant, and reviewed with the participant and sponsor.

Post-Assessment:
Four paths
to insight,
understanding &
effectiveness

Following the assessment program, participants will typically follow one of four paths, outlined here:

1 EXIT

The benchmarking of leadership competencies is a valuable step in itself. Participants who choose not to continue on in a development program with the CEL will exit with the results of a thorough assessment as well as a concrete Leader Development Plan. (Although it is one option, an exit is not a preferred path for most leaders.)

2 COHORT DEVELOPMENT

Participants may choose to continue their development with a cohort of other leaders, capped at 12 participants.

The cohort-driven program moves participants from early self-awareness and readiness to actual development of both their individual and shared leadership development goals.

The cohort program begins with an intensive, four-day **Immersion Program**, encouraging further self-awareness and enriched understanding based on leadership assessments. During this time, the cohort establishes both common and individual developmental objectives, builds personal mission and vision statements, and forms professional-accountability groups.

Following the Immersion Program, participants move to a 12- to 14-month **Cohort Development Program** addressing a combination of individual and cohort-based needs. The development phase focuses on such behaviors as:

- Collaborating
- Communicating & Listening
- Developing Self & Accountability
- Diversity & Inclusion
- Developing Others
- Ethics & Integrity
- Visioning & Strategic Thinking
- Deciding
- Executing
- Motivating & Influencing
- Serving

3 INDIVIDUAL DEVELOPMENT

The CEL also offers a 12-month, individualized program of coaching for leader development based on the presented sponsor expectations, leader assessments and participant development plan.

CEL one-on-one coaching for leader development is tailored to the identified needs of the participant. Progress is measured through pulse surveys and reported through regular collaboration with the sponsor.

4 COMBINED COHORT AND INDIVIDUAL DEVELOPMENT

Participation in cohort development can be paired with individual leadership coaching for a fully accelerated, highly intensive process of group and personal learning. Participants who choose this path maximize the individual attention they receive from program leaders and advisers, while benefiting from the networking and dynamic group learning environment of the cohort program.

ONE-ON-ONE MENTORING

A VALUABLE PROGRAM OPTION

As a complement to cohort-based training, the CEL can also establish a long-term mentoring relationship between a participant and an area executive, in order to provide a real-time, evolving perspective on personal leadership issues and opportunities.

OUTCOMES

The formation of the Center for Exceptional Leadership establishes new benchmarks for leadership development and a new standard for excellence in northeast Wisconsin and beyond.

We are lighting the way for exceptional people to become exceptional leaders achieving exceptional results.

From our process, individual leaders emerge who are more fully attuned to their strengths and derailers, more capable in their leadership, and more visionary in their outlook for their organization.

We invite you to explore a partnership with us.

cel.snc.edu

"In today's world, ethical leadership is more important than ever. The Center for Exceptional Leadership is focused on developing principled leaders that will transform your business success."
- **Judy Doctor**, EVP-CHRO, Associated Bank Corporation

"Having reviewed a number of nationally recognized leadership development options, the CEL is the only one I know of that offers a customized development plan for every participant with significant involvement from the employer/sponsor. And it is right here in the New North!"
- **Tim Weyenberg**, CEO (Retired) of the Foth Companies

"It is exciting to see the creation of a leadership institute dedicated to driving the development of executive talent, and consequent enhancement of the quality of enterprise decision making and growth in our area. It has been a long-recognized need that is now being addressed in a creative and thoughtful way through the establishment of the Center for Exceptional Leadership."
- **Todd Swanson**, Vice President of Operations (Retired), TIDI Products, and EA Chair

"A community's critical leadership capacity cannot be assumed simply because we're blessed with strong and committed leaders today. In fact we need to leverage today's leaders to grow the next generation of leaders. CEL is a great step toward assuring an ongoing stable of leaders for the New North region."
- **Jerry Murphy**, Executive Director, New North, Inc.

"The Center for Exceptional Leadership will open a whole new world of leadership and executive development for organizations and their aspiring leaders in the Northeast Wisconsin region. Through the joint efforts of St. Norbert College and many community leaders, an unsurpassed process to develop future leaders has been created. Our region and our organizations will be much stronger because of this."
- **David Rust**, Retired CHRO, Plexus, and Chair, EA-35

"This experience has the potential to dramatically enhance personal leadership performance at a minimum cost compared to other options."
- **Dean Gruner**, M.D., MMM, President & CEO, ThedaCare

PROGRAM FEES

Fees for program services are current as of Nov. 1, 2016.
Services may be customized based on client need.

	Assessment Program \$4,000	
Cohort Immersion Program \$4,000		Individual Coaching Program \$15,000
Cohort Development Program \$8,000		Individual Mentoring Program \$1,500
	Combined Cohort and Individual price based on customized plan	



The Center for Exceptional Leadership is proud of our origin with and association with the New North.





THE DONALD J. SCHNEIDER

SCHOOL OF BUSINESS & ECONOMICS

