



## **LSU's 2011 Executive Development Program**

*Leadership Comes from Within*

### **Fall 2011**

Session 1: September 11-16    September 18-23

Session 2: December 4-9

### **Spring 2012**

Session 1: January 22-27    January 29-February 3

Session 2: May 20-25

Developing a pipe line of leaders is one of the most important investments an organization can make to ensure future growth and sustainability. In fact, the ever present existence of change and the transformation of today's workforce demographics demand that an organization purposefully manage their human capital in ways that have never been done before. Those organizations that fail to develop individuals so they can assume increasing management responsibilities will fall behind their competitors.

LSU Executive Education developed the Executive Development Program to serve as a resource and partner to any organization searching for a way to transform their managers into strong and effective leaders--the kind that can ensure growth and the future of a company.

### **Program Objectives:**

This demanding, in-residence educational experience consists of two sessions (15 total days of learning) completed in less than four months. The first session is two weeks in length with the final session lasting one week.

The main objectives of the program are:

- to prepare individuals to assume broader, general management responsibilities;
- to stimulate an awareness of the environment in which his or her organization operates and the factors that determine its success or failure;
- to present a framework of practical concepts and philosophies that can be immediately applied in the workplace;
- to increase a manager's productivity and to advance his or her long-term growth potential;
- to provide an educational meeting ground in which managers study and discuss common problems and exchange ideas;
- to improve the ability to communicate, negotiate, and influence;
- to infuse a high level of confidence and competence in participants;
- to form lasting friendships and networks, thereby widening their circle of business contacts;
- to assist participants with creating an individual development plan.

### **Workplace Challenge Project**

Application is a catalyst for mastery. The Workplace Challenge Project requires participants to identify, analyze, and make recommendations with regard to a current issue facing their organization. The challenge can be selected by the participant or the sponsoring organization. During the final day of class, the participant's manager is invited to view a presentation by the participant that is developed using the assistance of the faculty over the duration of the program.

This activity drives home the key objectives of the program by developing critical thinking, building competitive appreciation, reinforcing financial principles, and demonstrating new found perspectives.

### **Coaching Sessions and the Creation of Individual Development Plans**

Each participant will undergo a comprehensive feedback process that will give them insight into their work performance on the job. They will also have access to several coaching sessions with an experienced business coach that will assist them with developing an individual development plan (IDP). This IDP can then be used by your organization to encourage further professional development and to enhance overall performance improvement.

### **Who should attend?**

- Participants with a minimum of five years of experience.
- Managers who are working in technical/functional areas of the organization where an organization-wide point of view will prove helpful in their development.
- Managers who have progressed rapidly within the organization or managers who have been identified as having the capacity for greater responsibilities within the near future.
- Participants who desire to sharpen their analytical and decision making skills.

### **Application and Requirements**

Application to this program is required. Class members are selected to ensure diversity of industry, experience, function, and size of organization to promote a strong peer learning environment.

The deadline for admission is one month prior to the start of the program. After the deadline date, each applicant will be reviewed on a case-by-case basis depending upon space availability. Visit [executive.lsu.edu](http://executive.lsu.edu) to download an application.

### **Financial Investment**

A candidate's willingness to actively participate in the program is critical to maximize organizational investment.

Fees include tuition, study materials, most lunches, some evening meals, and overnight accommodations.

\_\_\_\_\_ \$9,200 per participant for the entire program

\_\_\_\_\_ \$8,700 per participant for the entire program for non-profit organizations or if two or more individuals attend from the same organization

For those participants living in the Baton Rouge area, overnight accommodations are not mandatory. Please deduct \$1,725 from the cost of tuition. There are several evening events and classes. Those not staying overnight must participate in any and all evening functions.

Payment can be made via check or by Visa, MasterCard, or American Express. Fees must be paid in full one month prior to the start of the program.

Visit [executive.lsu.edu](http://executive.lsu.edu) to apply or contact us at 225-578-1190 or [exed@lsu.edu](mailto:exed@lsu.edu) should you have questions

### **Cancellation Policy**

All canceled program registrations are subject to a \$50 processing fee. A refund will be issued if WRITTEN notification is received no later than 30 days prior to the start of the program. No refunds will be issued 29 days before the start of the program. LSU reserves the right to cancel the program without penalty to participants.