The LEAD Programme
for
Learning & Development

Building Resilience
in companies and ecosystems:
Transformations, Transitions and
Scenarios for the Future

2022

Journey: *Leading Talents & Leading Voices*

We provide Learning & Development opportunities to help professionals enhance knowledge, elicit innovative ideas and critical thinking. Thought leaders and researchers bring fresh perspectives, trends, and insights about the most pressing challenges that organizations and companies are facing, such as climate change and circularity.

Broadly speaking, **TALENT** refers to actual and potential individual's knowledge, soft and competency skills, experience, and personal qualities which enable an individual to make a difference. Strong talent development provides people with an arsenal of skills to help with productivity and resilience.

Learning & Development Paths

- **Thematic Presentations**
  Subject matter experts summarize several latest cutting-edge topics, trends, and overall challenges. These events are an awareness-raising and information type of virtual event focused on inspiring leaders and change agents to take action. Events are organized as knowledge enhancers.

- **Interviews** with thought leaders and researchers who bring fresh perspectives about the most pressing challenges that organizations and companies face.

- **Presentations of Products & Solutions**
  Companies showcase unique products, solutions, and tools to support decision-making.

- **Case Studies**
  This learning path links theory to practice, through the application of knowledge and tools to specific situations.

- **Q & A Sessions**
  These events function almost like a personal tutoring session with insightful information. Participants take part in polls which guide the discussions and reaffirm common challenges and goals.

- **Panel discussions**
  The purpose of our panel discussions is to spark conversations between a group of experts and thought leaders, so that the audience can learn from their discourse and interaction. The panellists share facts or personal experiences, express opinions, and answer questions from the audience.

Journey: *Leading for Innovation*

Our programme stimulates learning through social interactions and idea generation. It is an opportunity for individuals to spot solutions to complex problems, to identify new breakthroughs for development, to build leadership skills, and to improve leadership behaviour.

Learning & Development Paths

Workshops for the improvement of Performance

These workshops have at their core the Action Learning methodology as promoted by WIAL (World Institute for Action Learning), the world's leading certifying body for Action Learning.

This path takes into consideration complex and urgent problems for which solutions need to be found. Participants will typically take part in:

- Collaborative reflection on one specific issue to define its focus more accurately;
- Search for solutions and strategies through question-based dialogue;
- Formulation of a concrete action plan.

Workshops for the development of Responsible Leadership

Responsible leadership is a process of interaction with stakeholders around a shared goal, and taking place in the company and outside. Interactions are based on values and principles of ethics. The leadership responsibility contributes significantly to achieving sustainable business success.

At this level, Action Learning is tailored to develop individual leadership competencies. This programme is also appropriate to learners & leaders willing to comprehend a creative and innovative vision to an alternative future, and who are also eager to implement it successfully in their organization.

Digital conversations to unleash creativity and develop critical thinking

We facilitate discussions through *Consideration*, an open innovation platform. These discussions, which are guided by questions we formulate, focus attention on specific topics. They are a great opportunity for participants to learn from one another and think "outside of the box". The platform allows the search for collective intelligence to generate ideas and innovative solutions. Individuals can spot solutions to specific problems, and to identify opportunities as well.