

Enterprise Leadership

As organizations become more complex and the pace of change accelerates, senior leaders face increasing pressure to align strategic direction, empower other leaders, and balance competing demands across the enterprise. Our Enterprise Leadership offering helps leaders step into this challenge by expanding their enterprise mindset, sharpening decision-making, and deepening their influence across functions.

Through a suite of immersive, team-based simulations, Enterprise Leadership creates real-time opportunities for leaders to navigate ambiguity, think systemically, and lead through others. Participants practice managing trade-offs, aligning resources, and communicating strategy, all within dynamic and realistic business scenarios.

The Learning Experience

Enterprise Leadership combines experiential learning with structured debriefs, peer coaching, and leadership frameworks that translate directly to real-world challenges. These programs encourage reflection, dialogue, and skill-building in areas that matter most for enterprise impact.

Participants learn to:

- ▶ Develop a balanced leadership mindset that integrates business and interpersonal acumen.
- ▶ Apply systems thinking to anticipate organizational ripple effects.
- ▶ Interpret and act on financial data and trends.
- ▶ Communicate strategy to build trust, motivation, and clarity.
- ▶ Scale leadership by developing others and fostering alignment.
- ▶ Experiment, innovate, and respond effectively to change.
- ▶ Understand how leadership decisions influence long-term business outcomes.

Enterprise Leadership Simulations

Enterprise Leadership features a collection of customizable simulations that immerse participants in enterprise-wide decision-making over multiple business cycles. Scenarios include leading customer segments through innovation and growth in complex, matrixed environments, as well as managing business units facing operational shifts and evolving market demands. Simulation experiences such as Leading Organizations, Industry Change, and Senior Leadership in Industrial Businesses can be tailored to emphasize strategic alignment, innovation, or cross-functional leadership, depending on client needs.

Participants work in teams to:

- ▶ Set strategy, allocate resources, and balance short- and long-term goals.
- ▶ Lead through layers of management and diverse perspectives.
- ▶ Engage peers through feedback, reflection, and shared decision-making.



Target Audience

Senior executives, global or cross-functional team leaders, and those preparing to lead across multiple business units, functions, or geographies



Desired Outcomes

This program builds the capabilities to:

- Lead with an enterprise mindset
- Navigate complexity and change
- Align others around strategy and execution
- Communicate with strategic clarity
- Innovate while managing risk



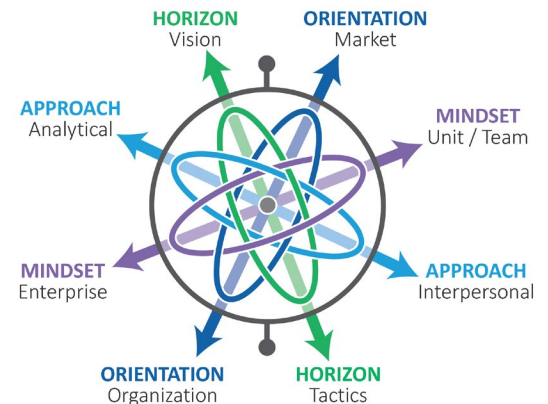
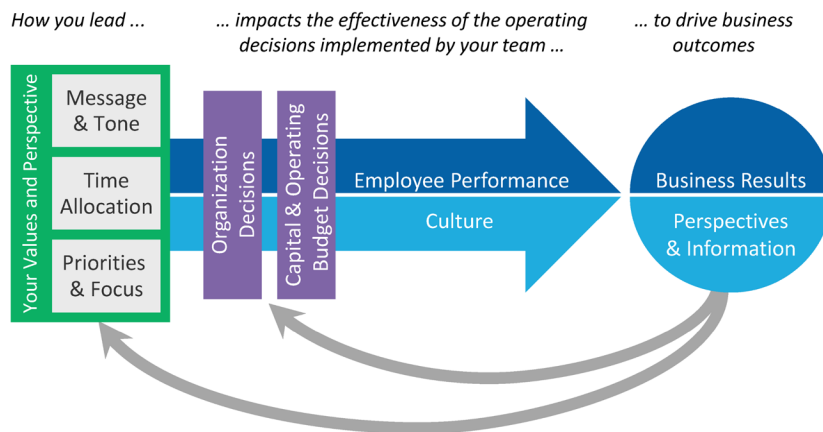
Logistics

- Virtual, in-person, or hybrid delivery
- Scalable for multiple cohorts and large-scale delivery



Featured Content

Enterprise Leadership programs can be customized with content overlays such as customer presentations, innovation showcases, coaching sessions, or scenario-based challenges. The offering reinforces our Business Cycle of Leadership™ and Balancing Leadership™ models, connecting leadership behavior to business outcomes and the integration of business and interpersonal acumen.



Sample Program Agenda

While a typical Enterprise Leadership program spans three days and blends simulation rounds with leadership development touchpoints, the format and duration are highly flexible, adaptable to one-, two-, or three-day deliveries, with content sequencing customized to fit client needs. A typical three-day agenda includes:

- **Day 1** focuses on strategic thinking, including the simulation launch and initial decision-making, followed by discussion and team alignment.
- **Day 2** emphasizes driving enterprise results through additional simulation rounds, peer feedback, and communication strategy work.
- **Day 3** explores change and innovation, concludes the simulation, and includes role plays, stakeholder alignment discussions, and personal leadership commitments.

Why It Matters

Today's enterprise leaders must navigate complexity, drive strategy, and inspire alignment across functions. Enterprise Leadership builds the mindset and muscle to lead with clarity, confidence, and impact.

Whether delivered to one cohort or rolled out across the enterprise, this program scales to support broad, strategic leadership development at all levels. Participants leave with practical tools, shared language, and renewed focus—ready to drive results across the enterprise.