



NEXT GENERATION EXECUTIVE PROGRAM

Preparing Top Talent to Think and Act like Executives.

Purpose.

It's a question CEOs ask The Partnership every day: "How do we increase multicultural representation in our company's top decision-making roles?" The answer is two-fold: First, organizations must look at their own systems and cultures to ensure they are creating breakthrough opportunities for their top talent. Second, multicultural professionals must develop the mindset to think, act and lead like senior executives. Not the traditional senior executive who led yesterday's organizations. But a modern senior executive who has the toolkit to remain competitive in today's complex, ever-changing world. **The Next Generation Executive Program (NGE) gives executives that toolkit by teaching a new framework for leadership.**

Overview.

Simply put, **NGE is a launching pad for the next generation of executives.** Program areas include strategic innovation, organizational change, operating in a global market, team leadership, and executive resiliency.

NGE is distinguished from other executive development programs in that it places significant emphasis on experiential, peer-supported learning. Participants begin with a four-day immersion experience that balances theory and implementation. The heart of the program is a **six-month learning incubator where high-level executive coaches and an internal board** of peers support participants in problem-solving their way through real-world challenges. NGE concludes with a capstone retreat in which professionals create their own unique playbook for leading their organizations.

Application.

Admission to NGE is highly competitive. To ensure maximum benefit, participation is limited to a select group of America's most promising multicultural leaders.

Eligibility. NGE is open to Asians, Blacks, Latinos, Native Americans and South Asians from any industry. Candidates should have a minimum 15 years experience and be viewed as having executive potential.

Application. Professionals must submit both a completed application and bio. Materials are available on-line at <https://www.thepartnershipinc.org/contact-us/ngc>

Details: Immersion Experience: October 12-15, 2021
Learning Incubator: November 2021 - March, 2022
Capstone Retreat: Late April, 2022

Fee: \$10,000 (includes tuition & program materials)

Outcomes.

- **Develop** an innovative framework to apply core business practices
- **Build** a national, cross-industry network of peers and opinion leaders.
- **Participate** in a six-month program that emphasizes both strategic theory and day-to-day application.
- **Deepen** appreciation for the unique dynamics that come with being a multicultural leader

More information:

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NEXT GENERATION EXECUTIVE COMPETENCY MODEL AT A GLANCE

The Partnership's NGE model is designed to meet the unique challenges facing today's senior executive.

Strategic Innovation.

Challenge. Effective leadership demands strategic innovation. Yet, too often leaders put all of their energies into developing innovation with little thought to implementation. The result...innovation and leaders remain stuck.

Solution. NGE helps participants complete their innovation toolkit with best practices that carry that "great idea" from imagination to sustained impact.

Sample topics:

- Breaking Through Silo Mentality
- Innovation Implementation
- Leadership Versatility

Executive Endurance.

Challenge. Being a senior executive is a high-stress, high-risk assignment. To succeed, leaders must adapt an endurance model that allows them to sprint from challenge to challenge.

Solution. Participants learn to approach executive leadership confident in their abilities, resilient in their values and goals, and able to adapt quickly and effectively to change and ambiguity.

Sample topics:

- Seasoned Judgment
- Adaptability
- Career and Self-direction

Interpersonal Connections.

Challenge. Because they hold a critical key to leading and engaging diverse teams, social networks are more important than ever to senior executives. Yet, the very diversity of those networks makes building strong ones incredibly challenging.

Solution. Through on-going peer coaching groups, participants build a network of relationships that connect across departments, cultures and stakeholder groups.

Sample topics:

- Building Organizational Relationships
- Inspiring Trust
- Connecting Across Cultures

Leading Change.

Challenge. To many leaders, change simply means removing what isn't working. What they overlook is that you can't sustain change without influencing the multitude of stakeholder networks inside every organization.

Solution. Participants learn to shift into a "cultural network" approach that looks at a progressively widening scope of situations through the lens of all stakeholders.

Sample topics:

- Systems Thinking
- Drive for Stakeholder Success
- Network Analysis

Intersection of Culture, Race and Leadership.

Challenge. The fact is that culture and race shape one's identity and one's leadership. Yet, many multicultural executives struggle with the intersection of race and leadership, creating unnecessary barriers for themselves and their teams.

Solution. Participants master a leadership presence that builds trust, demonstrates command and inspires other leaders.

Sample topics:

- Fostering Open Dialogue
- Brand Management
- Executive Presence

"NGE is far and away the best executive program I have attended!"

Linda Williams

SVP, Blue Cross Blue Shield of Massachusetts