Accelerated Executive Leadership Development Program

Frequently Asked Questions (FAQs)

1. **What are the key benefits an executive or senior leader would gain from participating in the Accelerated Executive Leadership Development Program (AELDP)?**

AELDP provides an accelerated learning and development experience for executives and senior leaders. The program is designed to offer solutions that target the real life workplace challenges that individual leaders face. A wide variety of problems ranging from the challenges of a starting a new role with impact to the creation of programs to deliver extraordinary results can be dealt with using our targeted approach.

Using tools and input from both instructors and peers, we help participants quickly create strategies to impact their organizations. Participants also create personal growth goals that help them overcome old habits and behaviors that are impacting their effectiveness. They learn the techniques of self-observation and self-correction to enable their transformation into more effective leaders. Finally, the six months of regular engagement with coach and peers enables individual leaders to broaden their perspective in a way that enables them to see greater possibilities in both their personal and business lives.

2. **Is this program for me?**

This program is especially helpful for Senior Leaders and Managers/Executives who:

- Are just starting a new role or want to move up in the organization
- Have difficult problems to solve
- Want to make a deep change in their personal development

3. **How is this leadership program accelerated?**

The Accelerated Executive Leadership Development Program is faster than other leadership training offerings. It is strictly focused on each individual’s unique issues and development goals. All the work in integrated into each participant’s actual daily work. The program eliminates the interesting but extraneous topics included in most executive training. AELDP requires time and hard work on only the most meaningful exercises in order to deliver the greatest impact for each participant.

4. **How is AELDP different from other CEPL training programs?**

It is compact and focused. The approach enables each participant to focus on the important issues impacting performance and personal development. Learning comes from a combination of classroom lectures, peer group problem solving sessions and individual coaching. The program eliminates the interesting but irrelevant content that is frequently included in general executive development courses. Participants leave with a new perspective on their most important issues and new tools to more effectively deal with them.
5. **How is the program designed?**

The whole program is designed as follows:

**Orientation Webinar**

The cohort is gathered on a one-hour webinar to briefly introduce the program schedule and provide the steps on conducting 360° feedback. Our 360° is grounded in developmental models and provides opportunities for improvement in areas of both competency and limiting beliefs.

**Face-to-Face Training**

*Day 1*

Skilled facilitators:

- Set the tone for an integrated learning schedule
- Provide an overview of the leadership development framework
- Hold a group debrief on the findings of the 360° feedback
- Create spaces for problem solving “peer teams”
- Share new concepts for Leadership Development
- Pair participants with an executive coach

The whole class learns to “speak” the same language as individuals, facilitators, coaches and peers, so that effective, seamless debriefing with coaches can be accomplished.

*Days 2-3*

In the second day and a half of live training, participants learn to use a powerful new tool: Eco System Mapping.

Each participant creates a map of the interconnected networks of people and processes that create their living/working environment. They find their current fit in that system and begin to map out where they want to be. The power of this exercise is then magnified as each individual reviews their newly created map with a small team of peers.

The mapping and peer review helps each participant see a “global” picture of their world and enables them to see options and strategies that help them set priorities for the next six months. Participants discover new and bigger opportunities with the help of peers using this critical navigation tool.

**The Coaching**

Individual coaching helps people examine themselves and create goals and action plans to achieve those goals in a sustainable way.

**The Peer-Coaching**

The class has 8-12 participants that break down into two groups of 4 – 6 people for the peer learning sessions to put fresh eyes and ideas on issues. The facilitated structure of the process, helps the participants to almost painlessly and creatively address situations they could not have seen before. The peer coaching is also an opportunity for co-creation and growth.

**Closing Webinar**

This is an hour-long session where we reflect on the learning as a cohort, celebrate the journey and set intentions for the next steps.

6. **How is AELDP different from one-on-one coaching?**

One-on-one coaching is a part of the AELDP; however, this individual focus is augmented with group-based leadership training and peer learning circles. The training agenda includes a discussion of the latest leadership insights and the use of new tools like Eco System Mapping.
Taken together, all of this new information and interaction will allow leaders to make critical connections and gain new perspectives that can lead to new, more powerful solutions. For participants with a specific issue or deadline outside of the program timeline, one-on-one coaching is provided to address the problem quickly.

7. **How does peer coaching enhance the leadership development experience?**

Peer coaching provides new perspectives. Experience shows that small groups of executives with diverse backgrounds and experiences are uniquely well suited to focus on and solve complex individual problems of other executives. Receiving the objective analysis and suggestions from peers frequently provides a clearer view of the problem and different paths to a solution.

8. **Do participants need to live in the DC area or are most peer and coaching sessions virtual?**

Participants do not need to live in DC to participate in the AELDP Program; however, they do need to attend the first 2.5 days of training in Washington DC. All remaining class activity will be held virtually via phone, Skype, Webex, GWU Blackboard and email.

9. **How are coaches assigned to participants?**

A coach will be assigned to each individual participant. The coaching assignments will be made to achieve the best combination of personal style and experience based upon the results of the 360° feedback and the specific growth and development needs of the individual.

10. **How many hours can participants expect to spend working on this program over the six-month time period?**

After the first 2.5 day live training session in Washington DC, the program will require about 10 - 30 minutes per day, working on goals, strategy and coaching assignments; 1 hour every one to two weeks with the coach as determined by your goals; and a facilitated 2 hour peer learning session every month.

Here is a more specific breakdown of the time involved over 6 months:
- Orientation Webinar- 1 hour
- Face-to-Face Training- 2.5 days (20 hours)
- One-on-One Coaching (includes 360° debrief)- 12 hours over 6 months
- Peer-Coaching Circles- 1.5-2 hours/session- 7.5-10 hours over 6 months
- Individual Reading/Reflections/Practices- At your discretion (estimated 30min/day) over six months
- Closing Webinar- 1 hour

**Program Total: 44 hours**

Discretionary Time: 10-30min/day

11. **Who is the faculty and coaches?**

Find more about our faculty and coaches here:
- [http://cepl.cps.gwu.edu/about/faculty](http://cepl.cps.gwu.edu/about/faculty)
- [http://cepl.cps.gwu.edu/coaches](http://cepl.cps.gwu.edu/coaches)

12. **When does the program start?**

The 2016 Spring Program starts March 23-25. The 2016 fall program takes place in November.
13. How much does it cost?
The cost of the program is $8700. It includes costs for: the facilitators who provide the first 2.5 days of live training; the 360° evaluation; all hourly coaching costs for individual and peer learning groups; and all training tools and materials needed for the leadership learning experience.

14. How can I sign up?
Go online to: http://cepl.cps.gwu.edu/certifications-registration-form for all details.

15. Do I get professional education units?
You will be granted a Certificate of Participation for the Accelerated Executive Leadership Development Program, worth of 10 CEUs (Continuing Education Units).

16. What do former attendees say about our Coaching and Leadership Programs?
- This experience was fabulous for me...I am so glad I had the opportunity to participate now. Even though I have been in the government for 9 years, I still have a lot to learn. And, since I have only been with my agency for 1.5 years this is the perfect time to have taken this training so that I can use the tools and techniques to be a better leader in the agency.
- This learning experience was amazing, challenging, and very explorative in adding to who I am as a person and as a leader! Very eye opening, as it offered practical application tools to leadership and to life. Sign me up for part 2!
- The discoveries and insights I made have been life and work changing. One of the key insights was that mistakes and asking for help are okay and it's fine that I don't always have all the answers and not knowing is a sign of growth and being able to rely on others is a positive thing and not a weakness.
- I discovered that I do not give myself enough credit for the knowledge and experience that I do possess, and that I should not allow fear to dictate my success. I have something to offer; all that I have learned (and continue to learn), I am responsible to pass on to others so that they can benefit from new information.
- For agency directors and others it’s important that you start making very thoughtful and strategic decisions about what’s next. And so having a coach, someone who can think through that with you is extremely important as you mature as an executive.
- My Executive Coach was amazing. She was very authentic and real. She didn't always agree with me nor I with her, but we had a good “dance” going where her feedback was very thought provoking and allowed me to explore on my own terms, which really helped me to grow. It was challenging at every step due to my all or none attitude; however, she brought me to learn how to better balance and that has really made a difference in my work and life overall.
- I thought my personal coach she was the greatest! I loved how she encouraged me to explore deeper into various areas concerning myself. She was patient, empathetic, encouraging, and was extremely clear in delivery of information. I would love to continue to stay in touch with her for future guidance.
- My coach was exceptional. I felt an immediate connection with her upon our first meeting and I felt like she was a kindred spirit. Her willingness to challenge my perceptions of reality as I see them allowed me to free myself to explore other alternatives/options.
• The learning experience was very introspective and enlightening. Personally, I didn't expect all that I got out of the Peer Coaching and Executive Coaching.
• Rewarding, insightful, and an awakening of self.
• Transformational, powerful, impactful, filled with unexpected gems and revelations.
• Most of the insights are of an extreme personal nature. However, the heightened awareness of my triggers will be extremely helpful as I work to build relationships with staff across all levels of the agency.
• I gained insight into my levels of excitement and enthusiasm; I will work on body language and response to others in meetings and one on one encounters, both at work and in my personal life.
• When working with my Executive Coach, she shared with me topics and ideas, that weren't really new, but rather, that I could look at differently. We discussed a lot of things from the perspective of body somatic and emotions. This helped me not just on the specific moment but other moments going forward where I might experience something similar or could practice a different way of responding.
• I want to say thank you to my executive coach for your patience with me, and the insightful articles and mindfulness files you sent during our time together. I will continue to share the sources with my peers.
• I am very appreciative to GWU and my agency for affording me this dynamic learning opportunity. These past months have stretched me, challenged me, frustrated me, angered me, brought me to a bit of self doubt and then pulled me through it all and did a major 360 on my life and who I am as a person. WOW! I'll do it all over again. Self-work is not a sprint, but more a marathon. I am ready to go.....explore, try, fail, grow and succeed. Thank you all!

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