LEADING TO TRANSFORM

A BREAKTHROUGH GLOBAL LEADERSHIP EXPERIENCE
High-impact immersion program to develop global leadership skills.

**Leading to Transform** is a two-day, fully immersive program that develops leaders’ ability to think strategically, influence dynamically, and lead change within a global context.

Designed for leaders with global/cross-border stakeholders, this immersion lab uses a scenario-based business simulation for hands-on practice, individualized and immediate feedback, and peer coaching. The program is delivered by a senior Mercer facilitator and experienced executive coaches.

**PROGRAM AT A GLANCE**

<table>
<thead>
<tr>
<th>PRE-SESSION</th>
<th>2-DAY PROGRAM</th>
<th>POST-SESSION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Complete global leadership and cross-cultural inventories</td>
<td>“Strategy offsite” toolkits</td>
<td>Collect participant feedback</td>
</tr>
<tr>
<td>Receive feedback from Mercer coach</td>
<td>Immersive business simulation</td>
<td>Present group capabilities and themes</td>
</tr>
<tr>
<td>Determine personal learning goals</td>
<td>Individual coaching targeted at personal learning goals</td>
<td>Suggestions for further development</td>
</tr>
<tr>
<td>Receive overview of program</td>
<td>Team learning and networking</td>
<td>Measure impact and ROI</td>
</tr>
</tbody>
</table>

**IMMERSION EXPERIENCE**

**THE SETTING**
The company CEO has invited his/her leadership team to a strategy offsite.

**THE PLAYERS**
CEO is played by the Mercer facilitator. Leadership team is played by the program participants. HR is played by the Mercer coaches.

**THE CHALLENGE**
The company is on an accelerated path to growth, fueled in part by its international expansion. The leadership team is challenged by the CEO to recommend the strategic direction that the company should take in order to achieve breakthrough performance in the next three years. Everything is on the table and the company’s future is on the line.
PROGRAM COMPONENTS

SETTING INNOVATIVE STRATEGY

Develop strategy in a global setting, focused on innovation to take advantage of external trends and achieve maximum value.

Skill transfer sessions:
- Strategic planning tools.
- Innovation toolkit.

Activity elements:
- Interpreting data.
- Dealing with unknowns.
- Facing time pressures.
- Balancing long-term thinking with short-term deliverables.

MANAGING VIRTUAL EXECUTION

Ensure disciplined execution across borders, including how to manage and motivate virtual, diverse teams.

Skill transfer sessions:
- Cultural competence toolkit.
- Execution planning.
- Current motivation theory.

Activity elements:
- Considering interdependencies.
- Understanding differences in communication and execution styles.
- Building an engagement plan.

INFLUENCING CROSS-CULTURAL Stakeholders

Identify, engage, manage, and leverage key stakeholders across different cultures to gain buy-in and support for key initiatives.

Skill transfer sessions:
- Influencing across cultures.
- Stakeholder management.

Activity elements:
- Understanding external landscape and stakeholder roles.
- Developing a business case for investment.
- Pitching a strategy within an organizational context.

LEADING TRANSFORMATIONAL CHANGE

Act as a driver, agent, and champion of transformational change across the organization.

Skill transfer sessions:
- Change management toolkit.
- Persuasive communication and personal conviction.

Activity elements:
- Planning for change.
- Galvanizing critical relationships.
- Motivating an employee population.
TALK TO MERCER TODAY

For more information about how Mercer can help you on global leadership, please contact your Mercer consultant or write to us at leadershipsolutions@mercer.com