



# 20 Conversations @Harvard

Exchanging Ideas. Expanding Mindsets. Experiencing Breakthroughs.

Linkage

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## LOCATION

Classroom accommodations are located in the prestigious Harvard Faculty Club. The Faculty Club is a living example of New England charm and grace, and is a meeting ground for highest-ranking scholars, dignitaries from government offices, professional organizations, and foundations.

Participants normally stay at the Charles Hotel, the Sheraton Commander Hotel or the Harvard Square Hotel which are all adjacent to Harvard University. They are located in the heart of Cambridge Massachusetts with easy access to eateries, museums, and local attractions. The exciting city of Boston is minutes away by taxi or subway.



## DAILY ACTIVITIES

Find yourself immersed in a world of higher learning and intellectual exchange. Each day begins with quiet time for participants to study and reflect on carefully prepared business dossiers. The rest of the day is dedicated to facilitated conversations and interactive discussions with leading faculty from Harvard, who will work to challenge your existing frameworks and provide new insights. Strategic downtime is worked into the day to provide participants with 'white space' to experiment with new learnings, followed by peer coaching to test the rigor of new ideas.



**Sick of boring lectures and powerpoints? Want a new type of learning platform? Tired of attending the same old leadership courses?**

Some of the most impactful learning come from powerful conversations, not classrooms. This program distills the best of learning experiences in executive education, and eliminates boring classroom time and ineffective lectures. 20 Conversations is uniquely developed for CEOs and C-level executives who have done it all – the MBA, the advanced management program, the leadership course, the immersion experience – and still want more.

During this program, be prepared to have rich conversations with world class faculty and practitioners on relevant world issues and organizational challenges. Conversations which will inspire new ideas, deliver keen insight, and reinvent thought patterns to revolutionize the way you think and lead. Look forward to twenty 90-minute conversations with undivided attention from faculty, quality inputs from equally experienced participants, and professional facilitation to ensure the most efficient learning.

20 Conversations is a transformational learning platform for senior leaders with no meaningless powerpoints, exercises, lectures, nor games. Only powerful conversations, excellent thought leadership, invaluable cross-learnings, and real points of view fitting for C-level executives. This intensive one-week program is taught by leading faculty from Harvard University, and designed to deliver a high-impact experience for senior leaders wanting to yield superior results for themselves and their organizations.



## KEY TAKEAWAYS

In this program, you will:

- Interact closely with and draw breakthrough ideas from some of the world's leading faculty and chief executives
- Tackle real-life organizational problems with like-minded professionals
- Enhance and challenge existing mental models and frameworks on leadership
- Translate thought leadership into real-world applications
- Address topical and global concerns at an organizational level
- Learn to think critically about enterprise-wide and socioeconomic issues
- Build on existing leadership skills around strategy, execution, systems, growth, and culture

## PARTICIPANT PROFILE

This seminar is specially designed for C-level executives looking to achieve breakthrough leadership by making a few paradigm changes to their thinking and approach.

While participants have extensive experience in leading organizations and possess a keen level of self awareness and mastery, they want fresh perspectives and rigorous thinking which will enlighten and enhance their understanding of the organizational challenges they are facing.

## PROGRAM OUTLINE

The program is designed around 14 years of Linkage research which shows that most CEO conversations revolve around five main areas of work - **Strategy, Execution, Systems, Growth, and Culture.**

## PROGRAM CONTENT

### Strategy:

- Leading Organizational Strategy : What Works, What Doesn't?
- Leadership Judgment and Decision Making
- Leading Organizational Strategy: Pearls, Perils and Pitfalls
- Strategic Management of Intellectual Property

### Execution:

- Strategies Beyond The Market
- Driving Strategy Into Action
- Execution : The Art of Getting Things Done
- How Great Teams Work

### Systems:

- Staying Power
- Leadership and Talent Management Systems : What Really Works
- Managing and Measuring Managerial Organizational Processes
- Performance, Compensation and Incentive Systems That Work

### Growth:

- Leadership Requirements for High Growth Organizations
- How Growth Affects Organizational Identity
- Strategic Marketing for High Growth Organizations
- Growing Pains : From Entrepreneurial New Venture to Successful Enterprise

### Culture:

- Followership
- The Culture Cycle
- The Right Fight
- Responsible Leadership

## ABOUT LINKAGE

Linkage, Inc. is a global organizational development company with a specific focus and expertise in leadership development. Founded in 1988, we provide private and public sector clients around the globe with integrated solutions that include strategic leadership consulting services, customized leadership development and training, human resources consulting, tailored assessment services, training, coaching solutions and benchmark research. Linkage's mission is to connect high performing leaders and organizations to the futures they want to create.

Linkage also offers a full range of public workshops, conferences, institutes, learning summits, and distance learning programs on leading-edge topics in leadership and management development, human resources, and organizational development. More than 200,000 leaders and managers have attended a Linkage program since its founding.

Linkage's annual Global Institute for Leadership Development (GILD) has been rated seven times as the Number One top leadership development program by a large consulting group by Leadership Excellence, a leading Organization Development and best practice magazine started by Ken Blanchard, Stephen Covey, Ken Shelton and Charles Garfield. Linkage has also been named one of the Top 20 Leadership Training companies in 2010 by Training Industry, Inc.

Linkage is headquartered in Burlington, Massachusetts with operations in Atlanta, Boston, New York, San Francisco, St. Louis and outside the U.S. in Athens, Bangalore, Brussels, Bucharest, Buenos Aires, Hamilton, Hong Kong, Istanbul, Johannesburg, Kuala Lumpur, Kuwait City, Mexico City, Rome, Sao Paulo, Seoul, Shanghai, Singapore, Sydney, Vilnius.

In Asia, Linkage Asia was established in 2004. Its consultancy team is headquartered in Singapore and serves a regional clientele. Consultancy interventions include organization change, performance management, talent review and assessment, leadership development, succession management, mentoring and coaching interventions.

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