

Executive Bootcamp: Advanced Business Skills Program

Introduction and Overview

This intensive program is designed to provide high potential delegates at mid to senior levels in the organization with **critical strategic thinking skills**, processes and frameworks for developing business strategy, solving problems, making decisions, leveraging creative thinking and improving communication. **Research shows that these skills are amongst the key differentiators for the most successful (and unsuccessful) business leaders around the world.**

The course introduces a common language and a client driven approach to achieve the objectives of the program. Due to the intensive and demanding nature of the program, it is conducted either as a five-day residential (or onsite) course or **virtually** in a series of modules with inter-module “homework” conducted in teams supported by coaching along the way. **This program is not for everybody** – it is a “**boot camp**” for **HIPO middle and senior level leaders** – the experience is both demanding and highly rewarding. Some have described the program as “life-changing”.

A high-level strategic framework from **Peter Drucker** provides connections among the business environment, the mission of the organization, client-driven critical success factors and the organization’s value proposition. The tools that are introduced integrate well with project management techniques and with process improvement methodologies (Six Sigma, CMM, BPR, Design Thinking, etc.).

Emphasis is placed on training in and the application of the strategic framework, **The Business Management Discipline (BMD)** and creative thinking techniques (**Edward de Bono’s Six Thinking Hats** and **Lateral Thinking methods**) to improve skills and performance in the areas of:

- Strategic thinking and business strategy development,
- Problem analysis, prioritization, problem solving and decision-making capabilities,
- Creative thinking skills to drive innovation,
- Group dynamics – improving team member engagement and inclusion, the efficiency and effectiveness of communication and decision-making processes, and working across multi-functional and multi-cultural dimensions,
- Leadership skills.

Senior managers (former delegates) have commented that:

- ***“This program will be transformational to you in your career....it will change the way you think, making you a real leader...”***
- ***“The techniques we applied (from the Bootcamp program) took our business to a new level....”***
- ***“This is the best course I have ever attended”.***

Course Process and Flow

The program context opens with an introduction designed to **build a strong network across the group**; this is ultimately one of the key benefits of the program over the long term. **Peter Drucker's Theory of the Business** model is leveraged to provide additional context. Other models used to formulate **business strategy** and a **client-focused value proposition** are introduced, as well.

Outputs from the application of these models are then applied as part of a process designed to increase clarity of the mission and objectives of the business area(s) sponsoring the program. Pre and post course scores have shown dramatic improvement in the clarity of the organization's mission and objectives as a result of the program. The **Business Management Discipline (BMD) - a strategic problem-solving framework** - is then introduced and personal styles are examined as part of the process utilizing an assessment instrument (e.g., **Social Styles, Herrmann Brain Dominance, DiSC**, etc., based on the preferences of the client organization).

The course mixes theory with industry and client-specific case study applications and the use of **action learning** (application of what is learned to real issues as part of the course design). Having first developed skills in the use of the primary tools of the program (**BMD, Parallel Thinking, Lateral Thinking**, etc.), delegates then apply the techniques to a realistic, complex problem and **present their recommendations to senior management as part of the final stage of the program**. This creates real pressure to perform, a unique exposure opportunity and frequently leads to **recommendations that have real business value as they are implemented post-program**.

The **real problem statement** is designed to reflect current organization challenges, priorities, themes and initiatives (performance improvement, merger integration, dealing with change, outsourcing, off-shoring, etc.). Management's commitment to follow through on participants' recommendations ensures reinforcement of the learning process, as well as the benefits of real business value associated with the implementation of ideas to improve performance developed by course delegates. This debriefing experience can be **highly motivational for HIPO performers, leading to higher retention rates**.

The pace of the program is extremely rapid, reflecting the fast pace of the business environment; the design can be tailored to meet the needs of various client groups. The current format calls for an intensive five-day off-site approach with a group of up to 18 participants to maximize the value of the program and the learning process. Modular / virtual designs are also available, as is a hybrid approach.

Program History and Success

This program has been delivered hundreds of times by our firm with great success at major financial and other institutions globally; program designs have been tailored to all levels of HIPO professionals and managers ranging from junior to very senior level managers.

The techniques of the program have also been **successfully applied with intact teams utilizing our direct coaching support hundreds of times** – typically to assist senior management in setting direction for their organization (value proposition, strategy, etc.), identifying and solving major challenges facing the organization, leveraging opportunities, etc. A sampling of **senior financial institution leaders who have sponsored programs and / or made use of the techniques in real applications** (with our support) includes:

- Head of Global Cash Equities, F&O and Prime Brokerage,

- Head of Credit Derivatives Sales and Marketing Europe,
- Head of Global Research,
- Head of all IT Infrastructure Globally,
- Head of Global Human Resources,
- CTO for the Global Equities Business,
- Head of Operations (Prop Trading and Securities Services),
- Head of Global Fixed Income Operations,
- Head of Emerging Markets Operations; Regional Head of Asia Pac Ops,
- ...and many others.

Instructor(s) Experience and Results

Lynn Reed Associates have delivered this program and facilitated business applications of the tools globally for two decades; Lynn and his delivery partners have combined experience of 50+ years in the industry (much of which was at **JPMorgan**), including both front and back office roles. More importantly, they bring **real business application experience** to the table which delivers substantial business value for program delegates and their organizations that are rarely matched by academia.

We are experts at **engaging the hearts and the minds** of high potential managers and professionals at all levels of the organization. We **dramatically improve their thinking skills, building exceptional leadership capabilities** and **relationships that will last a lifetime**.

Feedback on the value and quality of the program experience has averaged above 9.0 out of 10.0 (1 = poor, 10 = excellent) in all locations (Americas, Europe, Asia/Pacific) over the years. Based on client feedback, this program stands up to and often exceeds the value and experience of programs designed and delivered by the best universities / graduate business schools in the world.

If you would like to learn more, please do not hesitate to contact us - you will not be disappointed. Thank you for your interest.

Our passion is contagious!