



## CORPORATE EXECUTIVE DEVELOPMENT PROGRAM

**DEVELOPING HIGH POTENTIAL LATINO EXECUTIVES WHO WILL DRIVE BUSINESS GROWTH AND CREATE COMPETITIVE ADVANTAGES FOR THEIR COMPANIES.**

The Corporate Executive Development Program (CEDP) is an innovative executive development experience for high potential mid-level Latino managers. Delivered in three phases over nine months, this award-winning program provides participants with knowledge, skills and resources to accelerate their progress into executive positions. It equips them to achieve superior business results, highlighting the advantages Latino executives bring to corporate America. The program is actively supported by an advisory board of top corporate talent, marketing, and operations executives.

### **PROVEN IMPACT ON BUSINESS RESULTS AND CAREERS - WHAT PARTICIPANTS & CORPORATE SPONSORS SAY:**

- Gave me valuable new insights and perspectives to bring to my team
- Allows our Hispanic [top talent] to understand differences between them and others to be able to accelerate their growth as professionals
- Different from other leadership programs... targeted my unique cultural characteristics as a Latina
- So much more confident
- Very quickly adapt, change, and lead through ambiguity
- Improved merchandizing initiatives for the Hispanic market
- Positively impacted over 17 million customers
- Grown my portfolio over \$4 million

*"At Shell, we are committed to attracting, developing and retaining a diverse and talented workforce with the skills we need to help us address complex business challenges. We are therefore proud to be a founding sponsor of the NHCC Corporate Executive Development Program, one of our key development programs for high-potential Latino talent. Its focus on expanding leadership capability, business acumen and self-awareness helps to create strong leaders and role models with the ability to positively motivate others. We find these are critical competencies for the leaders of the future."*

Fred Whipple, VP US Diversity, Community & Workforce, Shell Oil Company

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## WHO SHOULD ATTEND

Participants in the Corporate Executive Development Program are mid-level Latino managers with track records of success and potential to ascend to executive positions. They are sponsored by executives in their business unit and by talent development leaders in their organizations – visionaries investing to meet the emerging needs of their global markets.

## PROGRAM OBJECTIVES

- Accelerate Latino middle managers advancement to executive positions
- Prepare them for sustained success at high levels

## ACHIEVED THROUGH

- Practical, interactive, hands-on learning experiences
- Awareness of cultural barriers and opportunities for advancement
- Individual development plans based on proven competencies of successful leadership
- Support for application of program experience: executive class advisors, individual executive mentors, participant sponsors, peer groups of participants and past participants
- In-depth exposure to successful Latino corporate leaders

## 2018 PROGRAM DATES:

- Phase 1: February 5-8, 2018
- Phase 2: May 7-10, 2018
- Phase 3: August 27-30, 2018

## CORE PROGRAM ELEMENTS

Each of the program's three phases consists of three and a half days of instruction combined with intervening project work and individual development activities.

### Phase 1: Leading with Authenticity

This session is devoted to developing 'self' and understanding the power in executive development. Participants will gain insights to use cultural awareness – individual, corporate and national – for optimal individual and business performance.

### Phase 2: Leading High Performance Teams

In this session participants learn to leverage cultural diversity in others to maximize the performance of teams and to work effectively across wide-ranging differences. Coaching and mentoring tools are introduced to emphasize development of talent.

### Phase 3: Becoming a Corporate Leader

Participants learn to apply heightened cultural awareness and develop social capital needed to lead strategic thinking, innovation and change at enterprise levels. They gain an understanding of roles and behaviors associated with the highest levels of corporate leadership, including the relevance of active community engagement.

- **Assessment** – Each participant takes an assessment of competencies identified with successful executive leadership. This self-awareness becomes the baseline of a mentoring relationship that continues throughout the program. Mentors are chosen for their significant experience, typically within a Fortune 1000 company.
- **Project** – Throughout the program participants work in small teams applying new tools and concepts to create an entrepreneurial solution to a social problem. Resulting business plans are presented to executive stakeholders at the conclusion of the program.