

MIT
MANAGEMENT
EXECUTIVE EDUCATION

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
SLOAN SCHOOL OF MANAGEMENT

LEADERSHIP IN AN EXPONENTIALLY CHANGING WORLD

ONLINE SHORT COURSE

Leverage your individual leadership style and team strengths
to drive your organization towards success.

ABOUT THIS COURSE

In a world that is changing exponentially, the skills needed to lead have evolved. In order to manage teams more effectively and become a successful leader, professionals need to identify their personal leadership style and adapt their approaches. A 21st century construct for leading requires leveraging others – both inside and outside a team and organization – to successfully address and overcome organizational challenges, and drive innovation.

The MIT Sloan **Leadership in an Exponentially Changing World** online short course provides a step-by-step guide to the 4-CAPS+ Leadership Framework, developed by Faculty Director Deborah Ancona and her colleagues at MIT. The framework provides key insights into the skills required for effective leadership. It also explores how leaders can understand different situations, build relationships, create a compelling vision for a business, enhance credibility, and invent processes to achieve that vision and respond to change. The program further examines how to apply the 4-CAPS+ Leadership Framework within X-teams, externally focused teams who pull support and resources from across an organization and outside of it too.

WHAT THE PROGRAM COVERS

The curriculum exposes you to the perspectives and expertise of a variety of knowledgeable and experienced leaders. You'll use this information to develop your leadership capabilities further, and investigate how you can move your team or organization forward.

You'll first discover your leadership signature and choose an organizational challenge or opportunity to address using the 4-CAPS+ Leadership Framework. Next, you'll explore sensemaking, a process that helps leaders better understand and react to their environment. You'll learn ways to create and communicate your vision, lead with integrity, and implement structures to mobilize individuals and address challenges. During the course, you'll reflect on the potential of distributed leadership and X-teams for creating high-performing teams that are externally oriented and flexible.



\$2,800



6 weeks,
excluding orientation



6–8 hours/week of self-paced
learning, entirely online

Each module is released weekly, allowing a flexible but structured approach to learning. You'll be supported as you engage in individual activities and group discussions, ensuring you feel confident to submit your best work at each weekly deadline.



THIS PROGRAM IS FOR YOU IF YOU WANT TO:



Become a more efficient leader by creating structures and processes to **address organizational challenges**.



Drive innovation in your organization using newfound knowledge of X-teams, a type of externally oriented team that thrives in a changing world.



Lead teams effectively to meet organizational goals, with key insights and guidance from MIT's 4-CAPS+ Leadership Framework.



Collaborate and network with fellow business leaders, and gain access to **renowned thought leadership** from MIT Sloan faculty.

WHO SHOULD TAKE THIS COURSE?

This online program is designed for working professionals looking to improve their leadership capabilities within their organization. It is therefore beneficial to business leaders who want to expand their current leadership knowledge to enable them to facilitate innovation and adaptation, and drive high-performance teams. It is also useful to mid-level and senior managers who want to engage with other professionals and develop their ability to lead teams more effectively to meet business objectives. Aspiring leaders will develop the confidence needed to demonstrate that they have the skills to lead.

*Only **30%** of organizations believe they're effectively building leaders who are able to meet the needs of ever-evolving challenges caused by rapid innovation.**

**[Deloitte](#) (Apr, 2019).*

WHAT YOU'LL LEARN

This online program integrates rich, interactive media such as videos, infographics, and e-learning activities as well as traditional didactic components such as traditional written study guides. There are also opportunities for collaborative learning through discussion forums. The following modules contribute to the holistic approach your learning path takes:

ORIENTATION MODULE

WELCOME TO YOUR ONLINE CAMPUS

ONE WEEK

You'll be welcomed with a personal call and introduced to your online learning and technical support network. You will then begin connecting with fellow students while exploring the tools of your Online Campus, and will be alerted to key milestones in the learning path, and be able to review how your results will be calculated and distributed.

You'll be required to complete your student profile, confirm your certificate delivery address, and submit a digital copy of your passport/identity document.

MODULE 1

YOUR LEADERSHIP SIGNATURE

Investigate your leadership signature and choose an organizational challenge or opportunity that you want to address using the 4-CAPS+ Leadership Framework.

MODULE 2

UNDERSTANDING YOUR ORGANIZATIONAL CONTEXT

Analyze the impact of sensemaking for effective leadership in various organizational contexts.

WHAT IS MIT SLOAN?

Learn more about
**THE MIT SLOAN
SCHOOL OF
MANAGEMENT**



MODULE 3

BUILDING RELATIONSHIPS WITHIN AND ACROSS ORGANIZATIONS

Decide how to integrate sensemaking and relating into your leadership approach.

MODULE 4

CREATING A COMPELLING PICTURE OF THE FUTURE

Test ways to create and communicate a clear and inspiring vision for the future.

MODULE 5

INVENTING YOUR WAY TO A NEW FUTURE AND BUILDING CREDIBILITY

Evaluate how to move forward by inventing structures and processes and building credibility.

MODULE 6

X-TEAMS AND YOUR LEADERSHIP JOURNEY

Consider how you can create high-performing teams and develop as a leader.

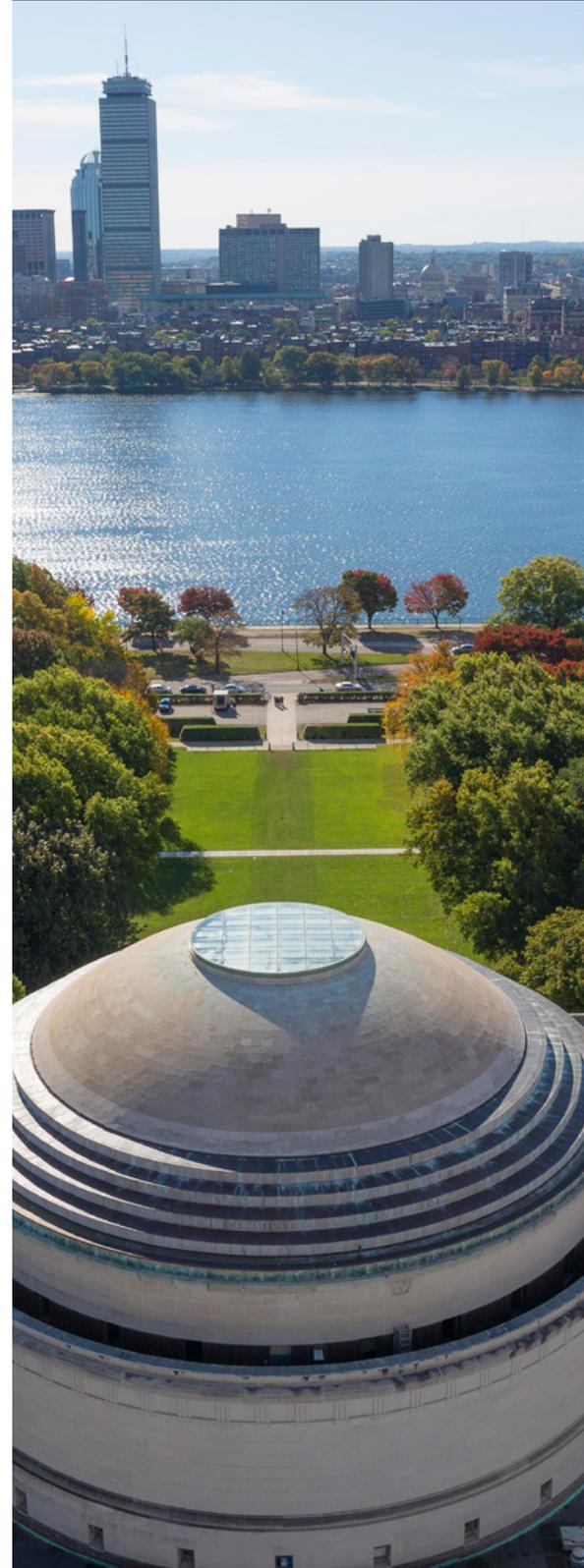
WHAT IS MIT SLOAN?

The MIT Sloan School of Management is one of the world's leading business schools,¹ emphasizing innovation in practice and research, with a mission to develop principled, innovative leaders who improve the world, and to generate ideas that advance management practice. The school's focus on action learning means that students are able to apply concepts learned in the classroom to real-world business settings. Through its collaborative spirit, MIT Sloan welcomes and celebrates diverse viewpoints, creating an environment where new ideas grow and thrive.

¹[*Top Universities*](#) (2019).

WHY MIT SLOAN EXECUTIVE EDUCATION?

Learn more about
**THE MIT SLOAN
ADVANTAGE**



WHO YOU'LL LEARN FROM

This MIT Sloan program is designed so you will be guided by faculty who will share their experience and in-depth subject knowledge with you throughout the course.

FACULTY DIRECTOR



DEBORAH ANCONA

*Seley Distinguished Professor
of Management*

Ancona's pioneering research into how successful teams operate led directly to the concept of X-teams as a vehicle for driving innovation within large organizations. Her work also focuses on the concept of distributed leadership, as well as the development of research-based models that enable organizations to foster creative leadership at every level.

She is the co-author of the book *X-teams: How to Build Teams That Lead, Innovate, and Succeed* (Harvard Business School Press) and the related article, "In Praise of the Incomplete Leader" (*Harvard Business Review*). Her previous book, *Managing for the Future: Organizational Behavior and Processes* (South-Western College Publishing), centers on the skills and processes needed in today's diverse and changing organization.

Ancona also holds a BA and an MS in psychology from the University of Pennsylvania and a PhD in management from Columbia University.

YOUR SUCCESS TEAM

Receive a personalized approach to online education that ensures you're supported by GetSmarter throughout your learning journey.



HEAD LEARNING FACILITATOR

A subject expert from GetSmarter, approved by the University, will guide you through learning related challenges.



SUCCESS MANAGER

Your one on one support at GetSmarter, available during University hours (9am - 5pm EST) to address technical or administrative questions.



GLOBAL SUCCESS TEAM

This team from GetSmarter is available 24/7 to solve your tech related queries and concerns.

THOUGHT LEADERS



HENRIK BRESMAN

*Associate Professor
of Organizational
Behavior at INSEAD*



HERMINIA IBARRA

*The Charles Handy Professor
of Organizational Behavior
at the London Business School*



MICHAEL TUSHMAN

*Professor of Business Administration
at Harvard Business School
and Director of Change Logic*



AMY EDMONDSON

*Novartis Professor of
Leadership and Management
at Harvard Business School*



ANDY PLUMP

*President of Research
& Development at Takeda*



MICHAEL SORRELL

*President of Paul
Quinn College*



KRISTINA ALLIKMETS

*Vice President, Head
of TAK-079 Group at Takeda*



MAEVE COBURN

*Senior Vice President, Learning
for Transformation at L'Oréal*



A POWERFUL COLLABORATION

MIT Sloan Executive Education is collaborating with online education provider GetSmarter to create a new class of learning experience – one that is higher-touch, intimate, and personalized for the working professional.

WHAT IS MIT SLOAN EXECUTIVE EDUCATION?

MIT Sloan Executive Education offers non-degree executive programs led by MIT Sloan faculty to provide business professionals from around the world with a targeted and flexible means to advance their career development goals and position their organizations for future growth. By collaborating with GetSmarter, a leader in online education, MIT Sloan Executive Education is able to deliver its executive programs through a dynamic, interactive, digital learning platform.

WHAT IS GETSMARTER?

GetSmarter, a brand of 2U, Inc., is a digital education provider that collaborates with the world's leading universities to select, design and deliver premium online short courses with a data-driven focus on learning gain. Technology meets academic rigor in our people-mediated model which enables lifelong learners across the globe to obtain industry-relevant skills that are recognized by the world's most reputable academic institutions.

MIT SLOAN CERTIFICATE OF COMPLETION

This program offers you the opportunity to earn a certificate of completion from one of the world's leading business schools – the MIT Sloan School of Management. Your certificate will be issued in your legal name and couriered to you, at no additional cost, upon successful completion of the program, as per the stipulated requirements. This program also counts towards an MIT Sloan Executive Certificate.



HOW YOU'LL LEARN

Every course is broken down into manageable, weekly modules, designed to accelerate your learning process through diverse learning activities:

- Work through your downloadable and online instructional material
- Interact with your peers and learning facilitators through weekly class-wide forums and reviewed small group discussions
- Enjoy a wide range of interactive content, including video lectures, infographics, live polls, and more
- Investigate rich, real-world case studies
- Apply what you learn each week to quizzes and ongoing project submissions, culminating in the ability to drive innovation and change in an organization through key internal and external insights, and leadership frameworks

TECHNICAL REQUIREMENTS

BASIC REQUIREMENTS

In order to complete a program, you'll need a current email account and access to a computer and the internet, as well as a [PDF Reader](#). You may need to view Microsoft PowerPoint presentations, and read and create documents in Microsoft Word or Excel. Installing [Adobe Flash Player](#) will give you full access to certain course content, such as interactive infographics. However, you'll still have access to this content in the form of a downloadable PDF transcript if you'd prefer not to use Flash.

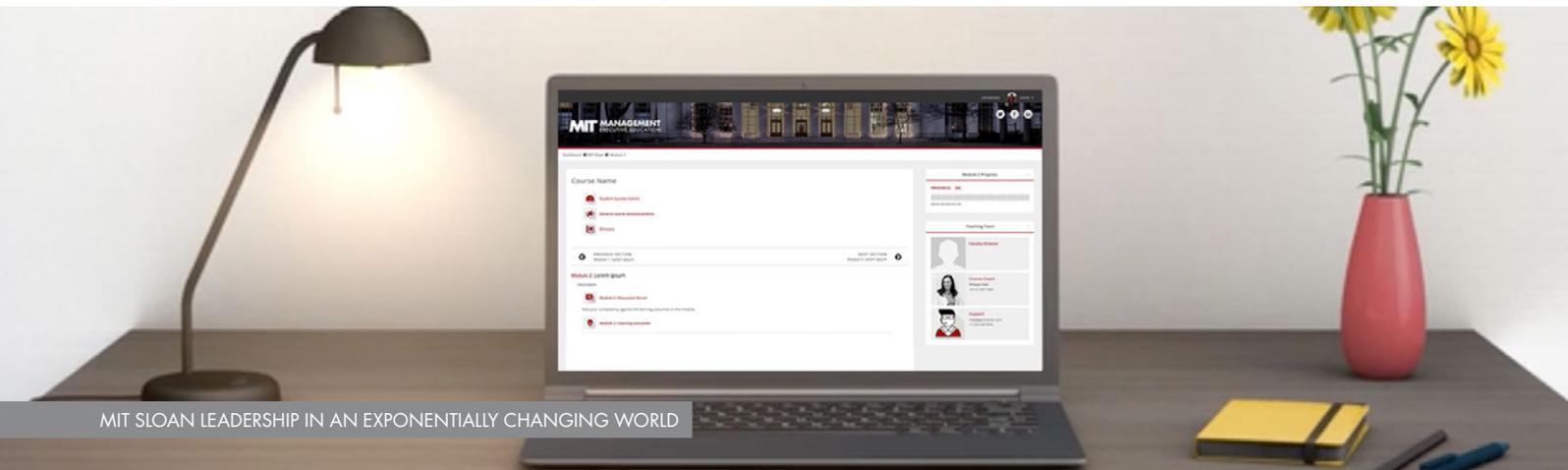
BROWSER REQUIREMENTS

We recommend that you use Google Chrome as your internet browser when accessing the Online

Campus. Although this is not a requirement, we have found that this browser performs best for ease of access to course material. This browser can be downloaded [here](#).

ADDITIONAL REQUIREMENTS

Certain programs may require additional software and resources. These additional software and resource requirements will be communicated to you upon registration and/or at the beginning of the program. Please note that Google, Vimeo, and YouTube may be used in our course delivery, and if these services are blocked in your jurisdiction, you may have difficulty in accessing course content. Please check with a Course Consultant before registering for this program if you have any concerns about this affecting your experience with the Online Campus.





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LEADERSHIP IN AN EXPONENTIALLY CHANGING WORLD

ONLINE SHORT COURSE

Develop the skills and framework to leverage and lead teams effectively.

REGISTER NOW

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