

DISTRIBUTED LEADERSHIP: CULTIVATING NIMBLE ORGANIZATIONS



WHEN
TBD

PRICE
\$4,500

WHERE

Cambridge, MA

**EXECUTIVE
CERTIFICATE
TRACK**

Management and Leadership

Command-and-control bureaucracies are too rigid and slow to keep pace with rapid change; today's leaders must be capable of removing organizational and cultural barriers to change. But until now, an alternative model has not emerged. Leaders know that agility requires pushing power, decision making, and resource allocation lower in the organization—but how do they do it without losing control and falling into chaos?

Distributed Leadership is designed to help you architect and lead a nimble organization by freeing people to innovate and maintaining strategic alignment and accountability, without imposing bureaucracy. Nimble is a system of leadership in which an organization's purpose, strategy, structure, culture, and leadership practices enable leaders up and down the organization to dream up new ideas and bring them to life. The goal is to build and run a team-based, networked organization that is customer-centric and can quickly sense and seize new opportunities that will win in the marketplace.

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**Please note, faculty may be subject to change.*

TAKEAWAYS

As a participant in this course, you will:

- Understand the three interlocking components of a nimble organization (culture, structure, and leadership practices) that free people to create, while keeping them aligned and accountable
- Learn how to diagnose where your organization is on the journey to nimble, where you want to go, and obstacles that stand in the way
- Create a strategic change plan that will move your organization towards the priority areas you identify
- Learn specific tools of leadership and system design that will aid you in your change effort

WHO SHOULD ATTEND

This program has been designed especially for senior general and technical executives whose organizations compete in an environment of rapidly changing markets, technologies, and cultures, including:

- CEOs, Presidents, COOs
- Executive VPs
- Heads of R&D, Engineering, Manufacturing & IS
- Chief Technologists
- Corporate Planners and Strategists
- VPs of Marketing and New Venture Development
- Other senior managers with leadership responsibility



Leaders need to know what's happening around them in order to drive organizations forward. Today this task is harder than ever, given the ever-increasing rate of change in technology, business models, and consumer tastes.

– Deborah Ancona

CONTACT INFORMATION

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