

## *Better Leaders. Better Results.*



*GILD is the World's Best Leadership Development Program*

“This is one of the most comprehensive leadership programs I have ever seen!”

—Stephen Covey,  
Author, *The 7 Habits of Highly Effective People*

Becoming the best leader you can be requires a lifelong learning commitment. The reward for your commitment can make a tremendous difference for your team, your organization, and even the world. Great leaders ignite passion and energy in others, they set an inspiring vision for the future and they rally people to achieve that better future.

To grow as leaders, we must challenge ourselves to get even better at leadership skills such as strategic thinking, coaching and mentoring, and leading change and teams, while also strengthening our emotional intelligence and our ability to influence through the quality of our relationships and communication.

We invite you to invest in your growth as a leader with GILD, the #1 rated leadership development program in the world.



*Rich Rosier*

**Rich Rosier**  
GILD Executive Director



## **A WORLD-CLASS LEADERSHIP DEVELOPMENT EXPERIENCE** Get Assessed • Get Coached • Get Inspired • Get Connected

**The *Global Institute for Leadership Development*<sup>®</sup> (GILD) develops leaders capable of creating lasting impact in their organizations by providing focused development in areas proven to distinguish exceptional leaders.**

The foundation for the experience is a five-day immersion program, complete with a world-class faculty, one-on-one executive coaching, and peer learning. For many organizations, GILD becomes an integral component of a larger leadership development process. If you are interested in this comprehensive solution for your organization, please refer to the inside back cover or visit us at [www.linkageinc.com/LEAP-GILD](http://www.linkageinc.com/LEAP-GILD).

- Achieve accelerated, measurable growth
- Become more adaptive to change
- Contribute greater value to your organization
- Enhance your overall leadership effectiveness
- Get inspired to lead at your very best



## GET ASSESSED

Linkage's 360° *Leadership Assessment Instrument* (LAI) provides you with insight into your leadership strengths and development opportunities across six skills and five competencies proven to differentiate great from average leaders.

Over 100,000 leaders and managers from around the world have benefited from the personal insights gained from this assessment process. These insights provide the foundation for your coach to build a customized action plan for your personal development as a leader. It is the roadmap to advancement you will refer to over the course of the following year and beyond.

“The ultimate question is *would you follow you?* That’s why this idea of self-introspection is so critical. Why would someone want to follow you? And what are you looking to develop to become the leader you want to be? GILD allows you to come and develop already existing leadership skills and rethink what you do in a totally different way.”

—Tom Zenty,  
CEO, University Hospitals Health System



## GET COACHED



Upon your arrival at the *Global Institute for Leadership Development* you will meet the coach that you have hand-picked from a cadre of 50 world-class leadership coaches. You will begin the coaching process by reviewing your 360° leadership assessment results. The objective is to accurately determine from your report what your leadership strengths are as well as any developmental opportunities. From there, you and your coach will work to build a personalized development plan that will guide your development efforts into the future. You'll benefit from two one-hour private coaching sessions at GILD followed by a third tele-coaching session four weeks later. Additional coaching options will also be available.

“From the get-go I felt like my coach understood me. We talked about my goals and challenges I am facing and she was able to give me concrete actions. It’s been incredible for me.”

—Alexina Chai,  
SVP Director of Human Resources, American Savings Bank





## GET INSPIRED

Alongside a network of peers and senior executives from around the world, you will access new knowledge taught by an unparalleled faculty of experts. Featuring current and past CEOs, politicians, and humanitarians, along with world-renowned educators, ground-breaking researchers and award-winning authors, GILD's faculty is hand-picked to address the leadership competencies and skills that differentiate superior from average leaders. And they do more than just teach. You'll be inspired to perform and lead at your very best.

### GILD CO-CHAIRS



#### **Phil Harkins**

Founder and Executive Chairman, Linkage; author, *In Search of Leadership*



#### **Richard Leider**

Founder and Chair, Inventure Group; author, *The Power of Purpose*

### LEADERSHIP RESPONSIBILITIES FACULTY



#### **Michael Abrashoff** **on Building a High-Performance Culture**

Former Navy Commander; author, *It's Your Ship*



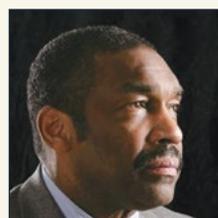
#### **Tamara Erickson** **on Creating an Inclusive Organization**

McKinsey Award-winning Author



#### **Dave Logan** **on Producing Results**

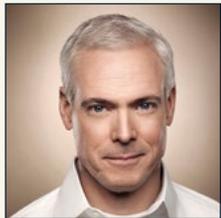
*New York Times* best-selling author, *Tribal Leadership*; co-founder, CultureSync



#### **Bill Strickland** **on Creating the Vision**

CEO, Manchester Bidwell Corporation; champion for inner-city renewal

## LEADERSHIP SKILLS FACULTY



**Jim Collins**  
**on *Strategic Thinking***

Author and Management Educator,  
The Good to Great Project LLC



**Alan Fine**  
**on *Coaching and Mentoring***

Founder and President, InsideOut  
Development; best-selling author



**Patrick Lencioni**  
**on *Leading Teams***

*New York Times* best-selling author,  
*The Five Dysfunctions of a Team* and  
*Getting Naked*



**Jamil Mahuad**  
**on *Communication and Negotiation***

Former President of Ecuador;  
contributing author, *Beyond Reason:  
Using Emotions as You Negotiate*



**Liz Wiseman**  
**on *Problem Solving***

President, The Wiseman Group;  
best-selling author

## LEADERSHIP COMPETENCIES FACULTY



**Jeremy Gutsche**  
**on *Conceptual Thinking***

Innovation Expert; author, *Exploiting  
Chaos*; host, *Trend Hunter TV*



**Carla Harris**  
**on *Trusted Influence***

Vice Chairman, Wealth  
Management, Morgan Stanley



**Roger Nierenberg**  
**on *Systems Thinking***

Creator, the Music Paradigm;  
author, *Maestro: A Surprising Story  
about Leading by Listening*



**Nando Parrado**  
**on *Focused Drive***

One of the most inspirational  
speakers in the world; survivor of  
the Andes Mountains plane crash



**Tim Sanders**  
**on *Emotional Intelligence***

Internet pioneer, relationship  
expert, best-selling author



## GET CONNECTED

At GILD, you will meet with your learning team each day to reflect on and share what you have learned and apply it to real-life challenges. Learning teams are facilitator-led peer teams of 15-18 leaders organized by leadership experience, scope of responsibility and preferred learning styles. Your learning team will spend nearly 12 hours working together during the Institute. This is an unparalleled opportunity to partner with other leaders from diverse backgrounds and industries who face similar challenges and help you think even more expansively about the power of leadership. Lastly, you'll expand your network of peers and advisors who will be there to support and guide you long after the Institute has ended.

“Our group became a more cohesive team as a result of the thought leadership we were exposed to and the opportunity to relate what we learned directly to our own organizational successes, challenges, and goals.”

—Katherine Corneille,  
Strategic Leader and Talent Development, Executive Development, Computer Science Corporation

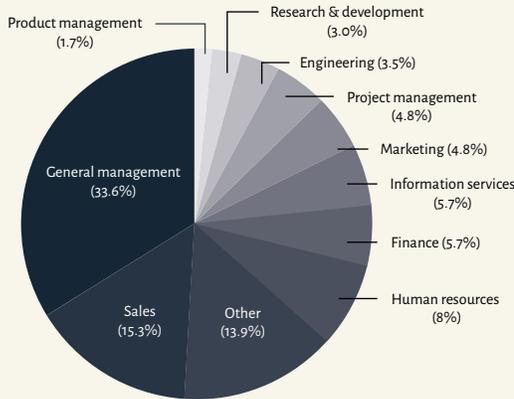


# WHO WILL JOIN YOU

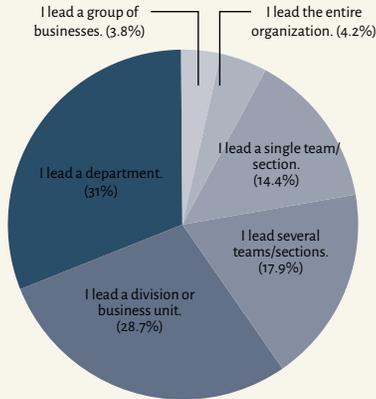
**Emerging Leaders:** those identified as successor candidates and/or high-potentials (less than 10 years of management experience)

**Senior Leaders:** leaders with enterprise-wide responsibility and long-term impact, e.g. general managers, vice presidents, business unit leaders, staff function leaders, and C-suite executives

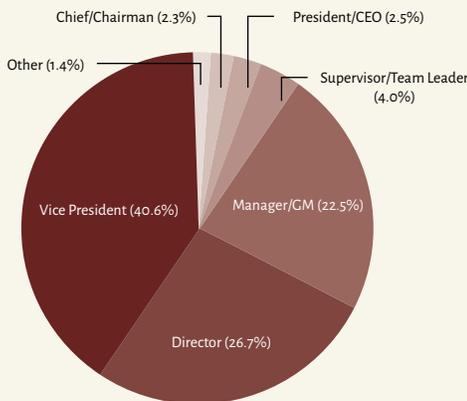
**Leadership Teams:** cohorts from specific companies that are leveraging the Institute to create a once-in-a-lifetime team development experience that blends leadership development with team building



**FUNCTIONAL RESPONSIBILITY**



**SCOPE OF LEADERSHIP RESPONSIBILITY**



**JOB TITLE EQUIVALENT**

# PARTIAL GILD ALUMNI LIST

- American Greetings
- Amgen
- ARC Financial
- Avis Group
- Banco Popular
- Bayer
- Boeing
- Boys and Girls Club
- Canadian Forest Products
- Centura Health
- ChevronTexaco
- Children's Hospital
- Chiquita Brands
- Estee Lauder
- Federal Reserve Bank
- Fidelity Investments
- Gap
- Genentech
- Habitat For Humanity
- Harley Davidson
- Institute of International Education
- Intel
- John Deere
- Johnson & Johnson
- Kaiser Permanente
- Kimberly Clark
- Kohl's
- Kuwait National Petroleum
- Lawrence Berkeley National Lab
- LPL Financial
- Malaysia Development Bank
- Mark Anthony Group
- McKesson
- Medtronic
- Michelin North America
- Nucor
- Orbitz
- PepsiCo
- PERRIGO
- Phillips
- Saint Gobain Abrasives
- Samsung
- SAP
- Simpson Strong-Tie
- Singapore Polytechnic
- SK Telecom
- Starbucks
- State Farm
- Toyota
- University of Michigan
- US Dept of Energy
- Volkswagen
- Walt Disney
- Wells Fargo
- Wyndham Hotels & Resorts
- Yildiz
- YMCA



“The past 25 years of my career have been about developing great leaders. When I think of all the development opportunities that someone in my position has to pull from, there is no more powerful and impactful development process than Linkage’s *Leadership Excellence and Acceleration Process*.”

—Scott Boston

VP, Global Talent Management & HR Operations, Kimberly-Clark Corporation

## ENROLL

You may enroll by contacting Linkage via:

**Email:** [info@linkageinc.com](mailto:info@linkageinc.com)

**Phone:** +1.781.402.5555

**Web:** [www.linkageinc.com/gild](http://www.linkageinc.com/gild)

We encourage early enrollment to ensure your participation in the pre-GILD assessment.

## TUITION

**GILD Alumni:** \$3,995/person

**1-3 participants:** \$5,995/person

**4-9 participants:** \$5,695/person

**10+ participants:** \$5,195/person

## HOTEL ACCOMMODATIONS

JW Marriott Desert Springs Resort & Spa

74855 Country Club Drive

Palm Desert, CA 92260

Phone: +1.760.341.2211

Please note that the hotel charges are not included in the Institute registration fee. Institute participants should contact the hotel directly to arrange for accommodations. A limited block of rooms will be available at a special event rate. Rooms are available on a first-come, first-served basis. Please make your reservation early.

## POLICIES

1. **Payment:** Full tuition must be received in US funds. Group reservations will be billed to the primary contact unless otherwise specified.
2. **Cancellation:** A \$350 administrative fee will be applied to any cancellation at any time. After September 11, 2016, cancellation of any and all registrations—including “no shows”—is subject to the full Institute fee. An organization may substitute one executive for another at any time at no charge.

## CUSTOMIZE YOUR GILD EXPERIENCE

Linkage's customized leadership development solutions take a multidimensional approach aligned with your business needs.

Linkage's *Leadership Excellence and Acceleration Process*<sup>™</sup> (LEAP)—a proven solution inclusive of GILD—leverages experience, exposure, and education. It includes competency modeling, 360<sup>o</sup> assessment, action learning, coaching, and targeted skill development. Each element can be tailored with your future state in mind and is facilitated using a combination of in-class and virtual delivery over a 9- to 12-month time frame.

To learn more about what a customized leadership development solution such as LEAP can do for you, call +1.781.402.5555, email [info@linkageinc.com](mailto:info@linkageinc.com), or visit us at [www.linkageinc.com/GILD-LEAP](http://www.linkageinc.com/GILD-LEAP).

“The good-to-great leaders never wanted to become larger-than-life heroes. They never aspired to be put on a pedestal or become unreachable icons. They were seemingly ordinary people quietly producing extraordinary results.”

—Jim Collins,

Best-selling author, *Good to Great:  
Why Some Companies Make the Leap... and Others Don't*  
2016 GILD faculty

