

McKinsey  
& Company

# McKinsey Connected Leaders Academy

Management Accelerator Program

Deep dive



CONFIDENTIAL AND PROPRIETARY

Any use of this material without specific permission of McKinsey & Company  
is strictly prohibited

# McKinsey & Company

We have a [deep and long-standing commitment](#) to advancing diversity and inclusion in business, in society, and within our Firm.

We believe, and our research suggests, inclusion, equity and diversity make a [significant difference](#) to an organization's performance.


In 2020, as part of our 10 Actions to support racial justice and equity, we launched the Black Leadership Academy which has since expanded to the [Connected Leaders Academy](#). Through CLA, we are helping clients diversify their talent pipelines, accelerate the careers of under-represented leaders, and increase their representation in the most senior ranks of organizations. Our portfolio now includes:




- Asian Leadership Academy
- Black Leadership Academy
- Hispanic and Latino Leadership Academy

Connected Leaders Academy provides organizations the opportunity to improve their talent pipeline and unlock their organization's full potential.



# Connected Leaders Academy programs provide leaders a catalyst for growth

 Focus of this document

	 <b>Leadership Essentials</b>	 <b>Management Accelerator</b>	 <b>Executive Leadership Program</b>
<b>Audience</b>	1,000 early careerists / individual contributors	1,000 early- to mid-career managers	150 Executives, 1-2 levels below C-suite
<b>Objective</b>	Sharpen core business acumen and self-leadership tools in preparation for leading teams and larger projects/initiatives	Build the core management and leadership capabilities needed to lead successful businesses and teams	Hone executive leadership capabilities and network to achieve the next critical step in their careers
<b>Timing</b>	30 hours over 3 months (2-3 hours per week)	40 hours over 4 months (2-3 hours per week)	24 hours over 3 months (2 hours per week)
<b>Experience</b>	<p>Self-paced digital modules to anchor content</p> <p>Live virtual webinars to explore leadership mindset topics</p> <p>Expert-led “Ask Me Anything” sessions</p> <p>Larger cohort connectivity</p> <p>Smaller networking groups</p>	<p>Self-paced digital modules and interactive groupwork to anchor content</p> <p>Live virtual webinars to explore leadership topics</p> <p>Larger cohort connectivity</p> <p>Smaller peer groups for networking and to progress concepts</p> <p>CXO / expert-led fireside chats</p>	<p>Expert facilitated live virtual workshops to anchor content</p> <p>CXO / expert-led fireside chats series</p> <p>Larger cohort connectivity</p> <p>Executive-coach led smaller peer groups for networking to progress concepts</p>

## Why bring these programs to your organization



Provide a distinctive offering with a proven recipe for leadership development



Grow your **top talent**



Enable greater **peer connectivity** for your leaders

# Management Accelerator helps enhance leadership capabilities and supports leaders in their ongoing career progression

---

This program is designed for early- to mid-career leaders (e.g., non-executives, typically 3 - 5 levels below the C-suite). This program is based on our leadership expertise and well-tested management offerings.

It enhances **core business acumen capabilities** (e.g., strategic thinking, problem solving) and leadership skills needed to lead successful businesses and teams.

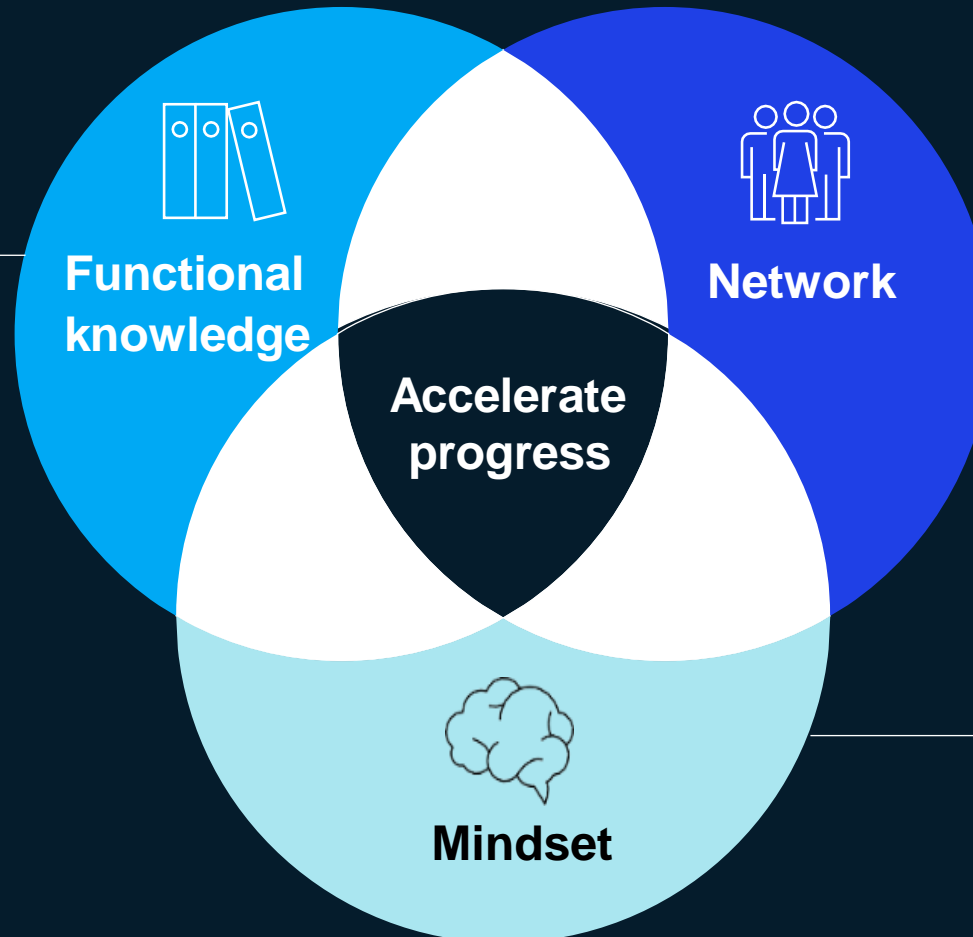
Management Accelerator benefits leaders by:

- **Improving cross-functional collaboration and business impact** through sharper critical thinking and strategic decision making
- **Enhancing leadership mindsets and behaviors** to inspire and lead others / teams
- **Establishing an expanded network of peers across industries and functional groups** for continuous engagement and learning



# Participants will gain critical skills and relationships to grow professionally and personally

**Sharpen core management tools around decision making and business strategy** through individual learning and applied group work can be applied across industries and contexts



**Strengthen networks with peers**; after the program, alumni events help maintain relationships

Embrace growth mindset and leverage practical tools / approaches to **build people leadership skills**

# Management Accelerator is a 4-month blended learning journey designed to build knowledge, shift mindsets and expand networks

● Digital module  
 ● Virtual webinar  
 ● Learning + connectivity event  
   Leadership Peer Board



## Adaptability & Resilience

Deepen your understanding of leading yourself, and others / teams; hone and practice key principles to enable your leadership toolkit



## Problem Solving

Improve your ability to define challenging problems and develop actionable recommendations

**Group work: Create an issue tree**




## Business Strategy

Develop strategies that can help your team and business gain sustainable advantage

**Group work: Frame a strategic decision and choices**




### Kickoff

 Overview of journey  
 Unlocking identity  
 Networking & sponsorship  
**Post-webinar individual reflection**

### Personal Energy Management

Lead with balance  
 Avoiding burnout


### Midpoint

 Pause and reflect  
 Leadership mindsets and practices  
 Cultivating critical mindsets  
**Post-webinar individual reflection**

### Personal Brand

Key elements to consider  
 Refining your personal brand

### Capstone

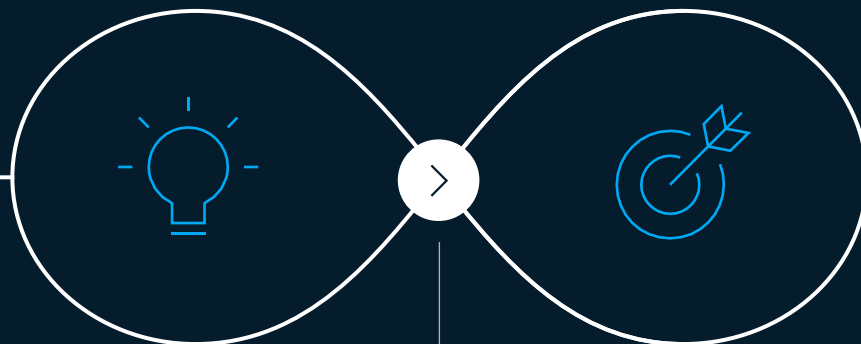
 Bringing it all together  
 Reflection on leadership journey  
 Looking ahead  
**Post-webinar individual reflection**

 Leadership Peer Board

 Leadership Peer Board

 Leadership Peer Board

# The program experience is based on our proven methodology, informed by the latest learning, brain, and behavioral science





## Our participant experience includes

- Approximately **40 hours total** over 4-months or about **2 hours a week for digital modules and 2 hours per month for additional program events**
- A mix of digital modules, virtual workshops, digital nudges, expert office hours, connectivity touchpoints, and more
- Resources and discussion boards within each module experience to further reinforce the learnings

## Built on a proven methodology

- P** Practice and Apply
- R** Reinforce and Space
- I** Immerse and Intensify
- S** Socially learn, Collaboratively work
- M** Motivate and change Mindsets

# Participants engage in two groups throughout the journey: a Digital Module Group and Leadership Peer Board

		Group work assignments	Group coordinator <sup>2</sup>
<b>Digital Module Group</b> 	<p><b>Purpose:</b> Collaborate on 2 digital module group work assignments</p> <p><b>Size:</b> 5 – 6 individuals</p> <p><b>Composition:</b> Participants from the same organization<sup>1</sup></p>	✓	✓
<b>Leadership Peer Board</b> 	<p><b>Purpose:</b> Engage in 3 self-facilitated conversations that build on webinar themes and peer connectivity and reflection. Participants can leverage discussion guidance available the Reflection Journal</p> <p><b>Size:</b> 10 – 12 individuals</p> <p><b>Composition:</b> Participants from across the cohort of ~1,000</p>	✗	✓

1. Organizations sending smaller groups may be combined with another organization

2. Group coordinators are responsible for convening each group's initial meeting; Digital Module Group Coordinators also submit group work assignments on behalf of the team



# Private sector participants can earn digital badges upon program completion

---



## Digital module completion badge

Earn three module completion badges for

- Adaptability & Resilience
- Problem Solving
- Business Strategy

## Requirements

- Passed the digital modules with at least 70% proficiency



## Program completion badge

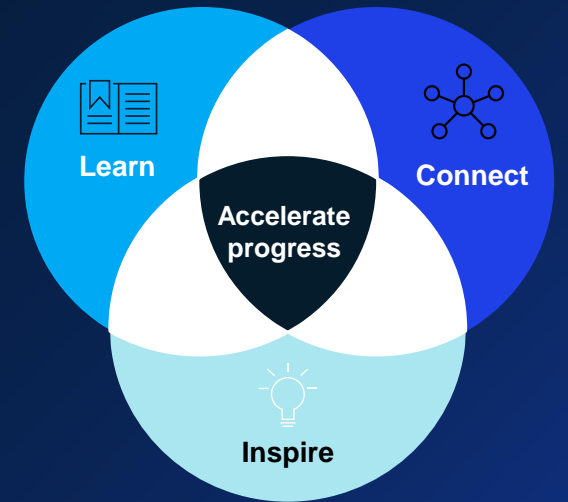
Earn a program badge for successful completion of the Management Accelerator program

## Requirements

- Attended at least 2 out of 3 virtual webinars
- Completed the digital modules with at least 75% progress through each of the three digital modules

# What alumni can expect in their NEXT journey

<b>Learn</b>	<b>Expert webinars</b>	Capability building sessions on topics critical to leading today
	<b>Best of McKinsey</b>	Invitations to McKinsey virtual speaker events, access to cutting edge research and thought through McKinsey Insights and other resources
	<b>Monthly newsletter</b>	Hand selected articles, nudges to continue to leverage program learnings, access to registration for all events, spotlights on how peers have used learnings to progress
<b>Connect</b>	<b>Networking events</b>	Virtual connectivity events including the Women's Circle, in-person events throughout the year to meet other alums (starting fall 2022)
	<b>LinkedIn</b>	Continued dialogue with cohort peers, faculty and alumni from other cohorts
	<b>Participant driven</b>	Participants are encouraged to self-organize to continue their Peer Board and other connections
<b>Inspire</b>	<b>Firesides with senior leaders</b>	Energizing discussions with senior executives who are leading both organizations and meaningful change today



**While we have these measures in place, we highly encourage organizational partners to support participants during their ongoing journey**

# Transformative performance

---

## 93%+

Recommendation rate

## 92%+

Feel the program enhanced their knowledge and/or capabilities

---

“”

Tools, worksheets, templates were easily available. **The value was compounded when I could use the skills with my community activities or at home as well**

These fundamentals are everything that each employee, especially our leaders, need to optimize

The Fundamentals helped my to find ways to save 30 mins from my morning routine

This is far and **away more applicable and has more takeaway knowledge** than the other required online learning modules I've had to complete

This content is **pure gold** - Especially for a **young leader of an organization** learning how to incorporate strategy into our work

[Business Fundamentals will] make me a better leader...

It'll give me the tools to work with our talent differently, more effectively

---

## Our ask of participants

---



### Engage fully

Commit to full, active participation throughout the duration of the program



### Connect with peers

Give and get support from your peers through Digital Module Groups, Leadership Peer Boards and virtual events



### Stay connected

Stay connected, keep us posted on your career progression and nominate leaders from your network for an upcoming program cohort

---

## Our ask of organizations

---



### Encourage sponsorship / mentorship

Engage participant's direct supervisors / managers to support participants during the program (e.g., providing opportunities to share and apply learnings)



### Create the space

Commit to helping your leader(s) create the capacity to engage with the program ~ 10 hours / month



### Engage and learn with peers

Commit to Program Champion webinar series, actively engage key organizational leaders (i.e., direct supervisors/ managers of participants), cascade insights to broader organization

---

# Enrollment next steps

---

1. View the program calendar availability on the [CLA enrollment portal](#) and identify which cohorts your organization would like to enroll in.
2. Reach out to the CLA enrollment team via [Connected-Leaders-Academy@mckinsey.com](mailto:Connected-Leaders-Academy@mckinsey.com) with your requested number of seats per program / cohort. Please note enrollment is subject to availability.
3. Once received, our team will follow up to confirm availability in your requested programs and/or work with you to confirm alternative cohort seats, as needed.

# Connected Leaders Academy leadership

---

## Connected Leaders Academy (across all programs)

---



**Sara Prince**  
Partner



**Michael Park**  
Senior Partner



**Ankur Kumar**  
Associate Partner



**Ashley Thomas**  
Director of Delivery



**Sacha Yabili**  
Practice Manager

## Black Leadership Academy



**Sara Prince**  
Partner



**Tunde Olanrewaju**  
Senior Partner

## Hispanic & Latino Leadership Academy

---



**Ingrid Millan**  
Partner



**Roberto Uchoa de Paula**  
Senior Partner

## Asian Leadership Academy

---




**Jo Gupta**  
Partner



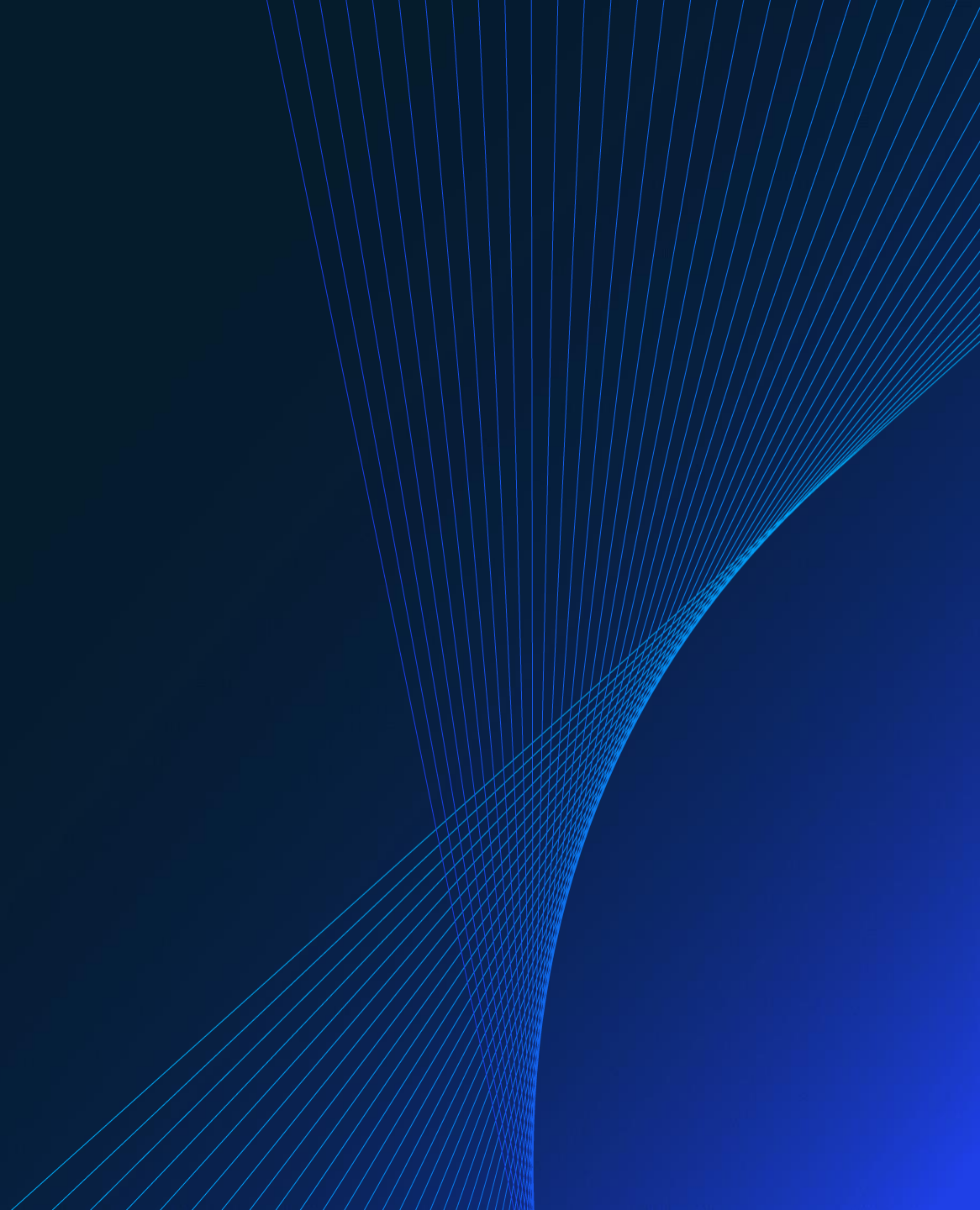
**Adrian Kwok**  
Associate Partner

# Typical participant profiles and suggested organizational support

 Focus of this document

	<b>Leadership Essentials</b>	<b>Management Accelerator</b>	<b>Executive Leadership Program</b>
<b>Participant Profile</b>	<p>Early careerists with less than 7 years work experience</p> <p>OR</p> <p>Individual contributors who are early on the path / trajectory to people leadership</p>	<p>Early to mid-career managers 3-5 levels below C-suite. This may include:</p> <ul style="list-style-type: none"> <li>• Leaders who are on the cusp of taking on manager roles</li> <li>• Leaders who currently manage/supervise people</li> <li>• Individual contributors who manage functions and/or initiatives</li> </ul>	<p>In large organizations, 1-2 levels below the C-suite (2-3 roles from CEO)</p> <p>In small or medium size organizations, may be C-suite level</p>
<b>Key organization support</b>	<p>Direct supervisor involvement and support including</p> <ul style="list-style-type: none"> <li>• Embedding learning in ongoing 1:1s / check ins</li> <li>• Helping balance program commitments with workload</li> <li>• Creating opportunities for step up learning (i.e., lunch and learn on program concepts with other colleagues, etc.)</li> </ul>	<p>Direct supervisor involvement and support including</p> <ul style="list-style-type: none"> <li>• Embedding learning in ongoing 1:1s / check ins</li> <li>• Helping balance program commitments with workload</li> <li>• Creating opportunities for additional visibility (i.e., share out recommendations) with organizational leaders</li> </ul>	<p>Sponsor involvement and support including</p> <ul style="list-style-type: none"> <li>• Commitment to in-program activities (monthly check ins, Sponsor fireside chat)</li> <li>• Ongoing advocacy and support (i.e., leverage network)</li> </ul>

McKinsey  
& Company





---

# McKinsey has made a commitment to racial justice and equity

There are an initial set of 10 actions to anchor global efforts in favor of racial justice and inclusion for all

---

- 1 Double our Black leadership** and hiring of **Black colleagues** in our firm over the next **four years**
- 2 Engage our 32,000 colleagues** in an **anti-racism and inclusion program** in addition to our existing training on unconscious bias. **We will make these materials available publicly** for others to use in their own organizations
- 3 Create a firmwide day of service** dedicated to understanding **racial injustice** and **giving back to our communities**. On that day, we will **recognize those who exemplify anti-racism and inclusion**
- 4 Bring to bear the best available expertise** to help us ensure our processes are **free from bias** and to support the **attraction, development, advancement and retention of Black and diverse colleagues**
- 5 Create a dedicated McKinsey Academy virtual leadership program** and make it available at **no cost to our clients to support rising Black executives**. We will also **broaden and expand our student internship programs** across our firm to help **grow more Black leaders**
- 6 Building upon the McKinsey Global Institute and our related longstanding research on racial inequities, we will found a Black economic institute** to translate insights into practical tools to enable our clients to **advance Black economic empowerment and racial equity** in the U.S. and beyond
- 7 Double our spending with diverse suppliers** within three years
- 8 Contribute \$2 million in cash to Generation** to launch new programs in the U.S. to **train and place Black learners in small and medium-sized Black-owned businesses**. Globally, we will double our support for Generation to train and place **40,000 learners in 14 countries**, predominantly from under-represented groups
- 9 Commit \$200 million over the next 10 years in pro bono work globally** to advance **racial equity and economic empowerment** among Black communities
- 10 Donate a total of \$5 million in cash this year to nonprofits working to create educational opportunities and combat racism**. The majority of this gift will be directed to organizations **to be selected by our McKinsey Black Network colleagues**