The NHCC Corporate Executive Development Program offered in partnership with SMU Cox School of Business is an innovative executive development experience for high-potential mid-level Hispanic managers in Fortune 1000 companies. Delivered in three phases over nine months, the program provides participants with knowledge, skills and tools to accelerate their progress into high executive levels and equips them to lead in achieving superior business results. The program is guided by an advisory board that includes top talent management executives from sponsoring NHCC member companies and leadership development experts from SMU Cox School of Business, all dedicated to advancing Hispanic managers to executive positions in global enterprises.

THE BUSINESS CASE

Hispanics are tomorrow’s prime source of executive talent and consumer demand. They are the largest minority group in America, over 15% of the U.S. population, and they represent $1.5 trillion in purchasing power. Although Hispanics will account for almost 75% of the workforce growth this decade, they make up only 3 to 4% of executives in Fortune 500 and public companies. While research shows that Hispanics progress to middle management ranks more rapidly than any other group, they move beyond that level to higher positions more slowly, and a key reason is cultural differences.

THE SOLUTION

The innovative Corporate Executive Development Program strategically tackles the challenges and the opportunities presented by cultural differences in leadership development. The program creates awareness of how certain aspects of Hispanic culture affect performance and advancement because of the way they appear to others in the workplace. By giving participants tools to address these perceptions without losing cultural authenticity, the program expands the number of highly talented and capable Hispanic managers in the executive development pipeline.

"As a founding sponsor of the NHCC Corporate Executive Development Program, as well as a strong advocate for leadership development, State Farm” is committed to investing in people. We understand that for a corporation to thrive, a culture must exist where employees feel valued and are supported as they tap their own passions to grow intellectually. Leadership requires constant lifelong learning to be effective and sustainable.”

Ed Rust Jr., Chairman and CEO, State Farm”.

2016 PROGRAM DATES

Phase 1 – February 1 to 4, 2016
Phase 2 – May 2 to 5, 2016
Phase 3 – August 29 to September 1, 2016
A COMMITMENT TO LEADERSHIP DEVELOPMENT

WHO SHOULD ATTEND
Participants in the Corporate Executive Development Program are mid-level Hispanic managers with track records of success and potential to ascend to executive positions. They are sponsored by high level executives in their business unit or function and by executives responsible for developing talent in their organizations—visionaries investing to meet the emerging needs of their global markets.

PROGRAM OBJECTIVES
» Accelerate Hispanic middle managers’ progress into 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
» Successful Hispanic corporate leader role models as guest speakers

CORE PROGRAM ELEMENTS
The program is delivered in three phases over the course of nine months. Each phase consists of three and one-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 of culture in executive development. Participants will gain insights to intentionally use culture—individual, corporate and national—in service of optimum individual and business performance.

Phase 2: Leading High Performance Teams
In the second session participants learn to leverage cultural diversity in others to maximize the performance of work units and teams and to work effectively across borders. Participants learn to use coaching and mentoring tools to develop talent and gain institutional knowledge.

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 – After acceptance into the program, each participant undergoes an assessment of individual competencies based on those identified with successful executive leadership. The results of this personal assessment form the basis of a mentoring relationship that continues throughout the program. Mentors are chosen for their significant experience within a Fortune 1000 company.

Project – Throughout the program, participants work in small teams where they use their growing cultural awareness, knowledge of interpersonal behavior, enterprise thinking capability, and appreciation of community engagement to create and develop a business project in social entrepreneuship. Team project business plans are presented to instructors, advisors, mentors, sponsors, and advisory board members at the conclusion of the program.

REGISTER TODAY!
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