

LEADING GLOBALLY: THE GLOBAL ASIAN LEADER PROGRAM



Our research-based approach to breaking the “bamboo ceiling.”

CULTIVATING ASIAN LEADERS FOR GLOBAL IMPACT.

With Asia fast becoming a thriving hub, innovation ecosystem, and driving force in the world, international organizations are recognizing Asia’s importance and seeking regional talent for vital roles in their global strategy. More than ever, companies need Asian leaders who are ready to direct local and regional businesses effectively and contribute to global growth plans.

Yet too often, Asian leaders face barriers and challenges in advancing to leadership positions, particularly in global businesses that are headquartered in Western countries — a phenomenon known as the “bamboo ceiling.” To increase their access to opportunities and chances of success in overcoming these obstacles, organizations must support their Asian leaders in building the right mix of mindsets, skillsets, and experiences.

At a Glance

Leader Level	Mid- to senior-level leaders
Model	Live instructor-led, with executive coach
Format	Both Online and in-person
Solution	Customizable Program



BREAKING THE “BAMBOO CEILING.”

In response to these trends, our research team has identified 6 key traits that are essential for Asian leaders to be successful in breaking through the “bamboo ceiling.” These attributes — curiosity, courage, trust, strategic thinking, influence, and aspiration — form the cornerstone for our customizable global Asian leader development program.

Participants who take part in this leadership journey with us strengthen their leadership skills, boost personal resilience, develop greater curiosity, seek new perspectives, and expand their leadership mindsets and skillsets — all critical for success in becoming truly global Asian leaders. By tailoring this program to your company’s specific needs and objectives, you’ll empower your leaders with the skills they need to succeed. And you’ll position them equitably alongside global peers.

What Makes This Asian Leader Development Program Unique?

Built upon a foundation of extensive research on what it takes for Asian leaders to be successful in global roles, this program features highly personalized feedback and a proven business simulation. By participating, your leaders will increase their capacity to lead strategically across enterprise functions and around the globe, and learn to:

- ▲ Understand their leadership impact, harnessing the power of greater confidence and self-awareness;
- ▲ Cultivate greater leadership curiosity, actively seeking new perspectives and experiences; and
- ▲ Apply insights from successful incumbent global Asian leaders.



This exclusive and impactful customized development program typically spans 3 phases over 3 months:

Prepare. Prior to participating, your leaders can access our CCL Leadership Accelerator (CLA) digital platform, where they'll engage with others in their cohort and jump-start learning by completing assessments to create a detailed picture of leadership strengths, behaviors, and preferences, and identify and clarify any development needs.

Engage. During the program, your leaders will participate in a high-impact business simulation and practice new skills in a psychologically safe environment. Via large-group discussions and activities, combined with smaller, virtual breakout sessions, they can build connections with peers and facilitators as they develop the 6 critical leadership skills and competencies Asian leaders need to succeed in global roles, exploring key questions around each:



Curiosity

Why seek new experiences and perspectives to broaden my horizons?



Courage

How can I approach difficult situations with courage and strength?



Trust

How can I show up as a more credible leader?



Strategic Thinking

What can I do differently in order to think strategically in the face of complexity?



Influence

Why do I need to influence and build the right networks?



Aspiration

What's next for me in my global leadership journey?

With personalized feedback from peers and validated assessment tools, your leaders will gain a greater understanding of their leadership impact, strengths, and development areas. Small group coaching and role plays will build confidence and foster learning in new, deeper ways.

Apply. After completion of the program, individual coaching sessions continue to support your leaders as they apply insights learned, create actionable leadership development plans, and ensure accountability in accomplishing goals set. Job aids and peer support reinforce learning during the entire learning journey

READY TO BUILD NEEDED LEADERSHIP SKILLS FOR THE FUTURE?

Let's embark on a learning journey together to develop your global Asian leaders so they're ready to break through the "bamboo ceiling" and lead your organization into the future.





At the Center for Creative Leadership, our drive to create a ripple effect of positive change underpins everything we do. For 50+ years, we've pioneered leadership development solutions for leaders at every level, from community leaders to CEOs. Consistently ranked among the world's top global providers of executive education, our research-based programs and solutions inspire individuals in organizations across the world — including 2/3 of the Fortune 1000 — to ignite remarkable transformations.

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