



**MIT** MANAGEMENT  
EXECUTIVE EDUCATION

**UNLOCKING YOUR  
LEADERSHIP SIGNATURE**

DEVELOP YOUR UNIQUE LEADERSHIP SIGNATURE

Delivered in collaboration with  **EMERITUS**

# OVERVIEW

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The demand for inspirational business leaders is both growing and changing. According to a 2022 HR survey from McLean & Company, a perceived leadership gap was the top priority among respondents, with 74 percent rating it as important or very important.

The report concludes: “Addressing the gap in leadership competencies will require more development offerings targeting these competencies at different levels (e.g., first-level managers, middle managers, and senior leaders).”

Unlocking Your Leadership Signature provides the transformational approach to leadership development that today’s organizations are looking for. This unique program encourages introspection to help you identify and cultivate your personal leadership signature. It also demonstrates how to apply your leadership signature to your specific circumstances, regardless of where you are along your professional development path.

*“The best way that you can lead is leading from who you are,”* says Professor Deborah Ancona, founder of the MIT Leadership Center at the MIT Sloan School of Management and faculty director of the Unlocking Your Leadership Signature online program. “What is your leadership signature? What works for you based on your experience, your personality, and your strengths?”

Completing the Unlocking Your Leadership Signature online program will help you answer those questions. In the process, it will enable you to increase your value to the growing number of organizations that are seeking transformational approaches to meeting their leadership development goals.

**PRICE**  
**US\$2,900**

**DURATION**  
6 weeks  
4–6 hours per week

In this program, you will learn to:

- Communicate a comprehensive understanding of your leadership signature
- Articulate how your leadership signature will make you a more inspiring business leader
- Choose one core approach that will improve your leadership signature
- Define future leadership goals and take concrete steps toward achieving them
- Reflect on your leadership signature and what type of team leader you would like to be

# WHO SHOULD ATTEND

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Whether you are an aspiring, emerging, or established leader, this six-week online program will instill an introspective approach that will help you identify and cultivate your unique leadership signature. You will also learn to identify and overcome internal barriers to changes as you begin your transformational journey to realize your full leadership potential. The broad range of leaders and entrepreneurs who could benefit from this program includes:

- Established business leaders who want to lead organizations with a better impact and create an organizational culture that supports engagement and accountability
- Emerging leaders who want to transition from a functional role to a leadership role
- Aspiring leaders/managers who want to move up the organizational ladder

This program is specifically designed in an online format to accommodate busy professionals who want to interact with a global network of their peers while learning from the renowned faculty at MIT Sloan.



# PROGRAM TOPICS

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The six modules that comprise the Unlocking Your Leadership Signature online program will help you cultivate a vision of your future as a leader—culminating in drafting your unique leadership story.

## Module 1

### **Identifying Your Leadership Signature**

Begin your story by exploring both your own leadership signature and the leadership signatures of others. Use xCards to identify your leadership signature and reflect on module content during optional live office hours with program leaders.

## Module 2

### **Analyzing the Past to Become a Better Leader in the Future**

Analyze the family systems model and apply it to your past to understand how it impacts your leadership signature now. Practice telling your leadership stories through writing your first draft and gathering feedback.

## Module 3

### **Analyzing Your Developed Self**

Further articulate your leadership signature as you progress through the program. This module features an analysis of “crucibles” and different developmental stages, including the “4-CAP+ model” framework (visioning, relating, inventing, and sensemaking). After this module, you will complete a draft of your leadership story.

## Module 4

### **Diagnosing Immunity to Change**

As you incorporate your feedback, you also learn to apply the “Immunity to Change” framework to a specific leadership goal. This helps you identify barriers and brainstorm the next steps for overcoming them.

## Module 5

### **First Steps to Developing as a Leader**

Learn about the Authenticity Paradox. Identify cognitive impediments that could hinder your progress in leadership development, and learn as how to apply the “Provisional Self Framework” as a solution.

## Module 6

### **Being the Leader of Tomorrow: Your Future Self**

Refine your future self with the Drew framework and identify the milestones to get there. In conclusion, you will polish the final version of your leadership story. By now you will have developed confidence in your leadership signature and the image of the future you as a leader, and will outline the next steps of your journey.

# PROGRAM HIGHLIGHTS

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## World-Renowned MIT Faculty and Guest Speakers

Learn from Professor Deborah Ancona, founder of the respected MIT Leadership Center at MIT Sloan School of Management, and other academic guest speakers. Benefit from their research-driven insights and personal leadership stories.



## Timely Feedback

You will receive feedback from peer learners and learning facilitators throughout your journey in developing your leadership strategy.



## Draft Your Story

From day one, this program is designed to help you tell your unique leadership story. It concludes with your producing a finished draft of that story, which will serve as a guide for your future leadership opportunities.



# PROGRAM FACULTY

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## Deborah Ancona

Deborah Ancona is the Seley Distinguished Professor of Management, a professor of organization studies, and the founder of the MIT Leadership Center at the MIT Sloan School of Management.

Her pioneering research into how successful teams operate has highlighted the critical importance of managing outside as well as inside teams' boundaries. This research directly led to the concept of X-teams as a vehicle for driving innovation within large organizations. Ancona's work also focuses on the concept of nimble leadership and on the development of research-based tools, practices, and teaching/coaching models that enable organizations to foster creative leadership at every level.

She is the author of the book *X-Teams: How to Build Teams That Lead, Innovate, and Succeed* (Harvard Business School Press) and the related articles "In Praise of the Incomplete Leader" and "Nimble Leadership: Walking the Line between Creativity and Chaos" (Harvard Business Review). In addition to X-teams, her studies of team performance have also been published in *Administrative Science Quarterly*, the *Academy of Management Journal*, *Organization Science*, and the *MIT Sloan Management Review*.

Her previous book, *Managing for the Future: Organizational Behavior and Processes* (South-Western College Publishing), centers on the skills and processes needed in today's diverse and changing organizations. Ancona has served as a consultant on leadership and innovation to companies such as Accenture, Bristol-Myers Squibb, BI, Takeda, Li & Fung, OCP, YPO, and the International Development Bank.

Ancona holds a BA and an MS in psychology from the University of Pennsylvania and a PhD in management from Columbia University.



# CERTIFICATE

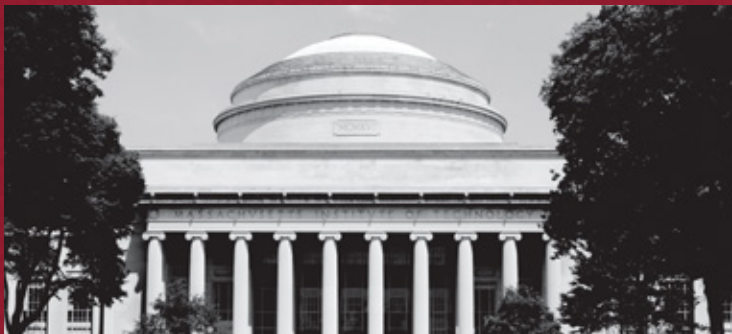
Upon successful completion of this program, MIT grants a certificate of completion to participants. This program is graded as a pass or fail; participants must complete 80 percent of the coursework to pass and obtain the certificate of completion.

*Note: After successful completion of the program, your verified digital certificate will be emailed to you, at no additional cost, with the name you used when registering for the program. All certificate images are for illustrative purposes only and may be subject to change at the discretion of MIT.*



## ABOUT MIT SLOAN SCHOOL OF MANAGEMENT

The MIT Sloan School of Management, located in Cambridge, Massachusetts, is one of the world's leading business schools and has a network of over 20,000 alumni across 90 countries. It is a part of the Massachusetts Institute of Technology, which has to its credit 89 Nobel Laureates, 47 Rhodes Scholars, and 48 MacArthur Fellows (as of 2017). MIT's motto is 'Mens et Manus', which literally means 'Mind and Hand', reflecting the educational belief of MIT's founders: education for practical application.



## ABOUT EMERITUS

MIT Sloan Executive Education is collaborating with online education provider Emeritus to deliver its executive programs through a dynamic, interactive, digital learning platform. By working with Emeritus, MIT Sloan Executive Education brings its growing portfolio of courses online to address the evolving demands of executives. Emeritus' approach to learning is based on a cohort-based design to maximize peer-to-peer sharing and includes live office hours with learning facilitators and hands-on project based learning. In the last year, more than 100,000 students from over 80 countries have benefited professionally from Emeritus' courses.

# THE LEARNING EXPERIENCE

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Our programs are designed to meet the needs of individual learning styles, while also leveraging the power of peer learning. This is achieved through a user-friendly learning platform that enables participants to easily navigate the program content to achieve learning objectives.

## KEEPING IT REAL

**Our pedagogical approach, designed to bring concepts to life, includes:**

- Bite-sized learning elements
- Real-world application
- Peer learning discussions
- Active support from program Learning Facilitators



## KEEPING IT CONVENIENT

Access to program content is flexible, available through multiple devices allowing working professionals to easily manage schedules and learn remotely—anytime, anywhere. Participants obtain access to learning materials via a modular approach, with new content released weekly.

## KEEPING IT ENGAGING

Our online classroom enables participants to seamlessly interact with their peers and stay on track towards program completion—with culturally-enriching encounters along the way. Program modules consist of a variety of teaching instruments, including:

- Video lectures
- Moderated discussions
- Class materials: articles, cases
- Surveys
- Learning journey support offered by a dedicated Learning Facilitator team
- Office hours with the program support team

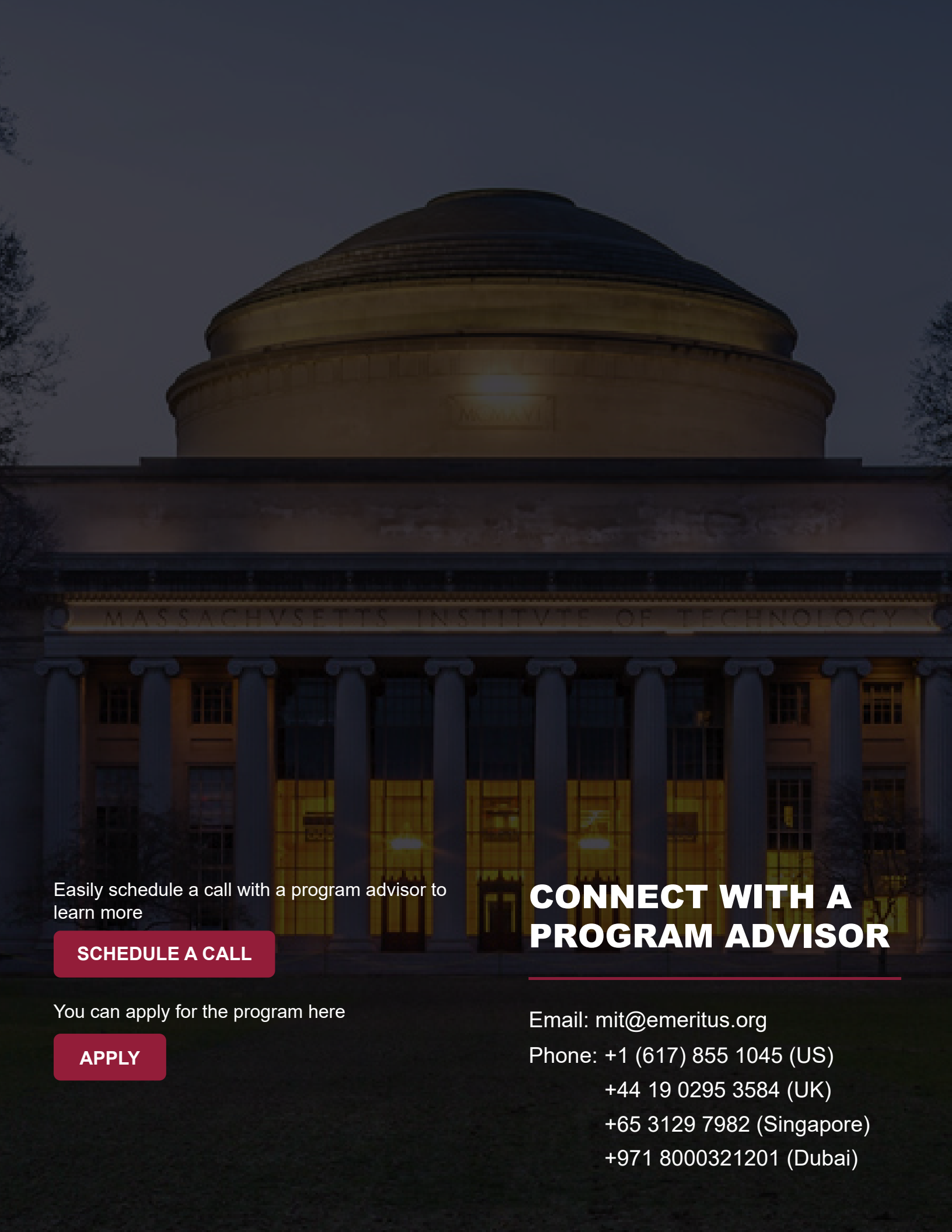
### Access Requirements

- Valid email address
- Microsoft Office suite
- PDF viewer to view all documents and presentations
- Computing device connected to the internet
- Latest browser version to access our learning platform

### Other Requirements

Certain programs may require the usage of additional software, tools, or applications. Participants will be informed about these additional requirements at the registration stage or during program commencement. Our program advisors are also available to respond to any questions about these requirements.



The background of the entire page is a dark, nighttime photograph of the MIT dome building. The dome is illuminated from below, and the classical columns of the portico are visible. The text "MASSACHUSETTS INSTITUTE OF TECHNOLOGY" is faintly visible on the frieze above the columns.

Easily schedule a call with a program advisor to learn more

[SCHEDULE A CALL](#)

You can apply for the program here

[APPLY](#)

## **CONNECT WITH A PROGRAM ADVISOR**

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