

Australia & New Zealand

Leadership Development Programs 2023

Australia & New Zealand Leadership Development Programs

To prepare emerging talent for the challenge of leading organisations successfully, McKinsey offers a variety of level and context-specific leadership programs. These programs bring together McKinsey experts, seasoned executives, and faculty from leading academic institutions and industry to share the latest thinking, develop the necessary leadership skills, and facilitate peer learning.

Designed for	Program name	Description	2023 dates
Seasoned executives (CEO-1/2s)	Executive Leadership Program (ELP)	This two week program equips executives with the leadership skills required to effectively transition into a c-level role. Participants develop enhanced reflective and strategic thinking skills, sharpen self-awareness, enhance team leadership and cultivate an exclusive support network with peers – while exploring challenges faced by organisations now and in the future.	Week 1: 8-12 May 2023 Week 2: 7-11 August 2023
Rising leaders (transitioning to a people leader role)	Rising Leaders Forum (RLF)	This one-week program develops emerging leaders to begin to lead others. It equips participants with foundational leadership skills and ways of thinking to thrive in the age of disruption.	October 2023



“My advice to participants would be to really devote themselves fully to [ELP]. People need to know that this program could be the professional development opportunity of their career”

– Birgitte Maibom, Learning Links, ELP 2022 Participant

For more information, including how we work with organisations on their people development agenda:

Visit our website

Participation in McKinsey Leadership Development Programs is by invitation only. For more details on these programs and their availability, please get in touch with your McKinsey contact or reach out to academyprograms@mckinsey.com

Executive Leadership Program

This is an advanced leadership school designed for seasoned executives.

Our leaders are under enormous pressure to balance instinct with insight, fortitude with flexibility, and performance with recovery. The Executive Leadership Program (ELP) is a hands on leadership development program that develops self-aware leaders who have the capability and conviction to lead in the age of complexity and disruption.

Leadership cannot be taught like a language. It requires nurturing through inspiration, intervention, opportunity, and practice.

This program accelerates the development of senior talent by increasing self-awareness, exploring topics with a diverse faculty of leaders and coaches, and personalising insights within groups of external peers.

Program format

This program is delivered as a 3-part blended learning journey:

- Week 1: Leaders develop new perspectives and interact with peers facing similar challenges in leading self and leading their teams.
- Remote learning and coaching sessions with peer learning group, getting to depth with each leader's aspiration and personal journey.
- Week 2: Leaders integrate tools and learnings from the journey to explore broader systems leadership topics.



“ELP has helped push me to be more ambitious about the way I think. I’ve also become more comfortable with jumping outside my lane within our organisation”

—Luke Givney, Medibank, ELP 2022 Participant

What to expect

In-Person events

Residential weeks are immersive experiences spent in multiple group settings from full cohort to peer learning groups, with exposure to new stimulus and opportunity to reflect and reset.

A group of more than 40 faculty members—equal in gender and diverse in background—collectively work to create individual and actionable insight for our participants.

(In-person attendance is subject to updated COVID-19 guidance, closer to the event date)

Personal Board of Directors

Each participant becomes a member of a small and diverse group of external peers. ‘Development Boards’ are essentially each leader’s own personal Board of Directors, established to challenge, support and collectively pursue leadership development together.

Leadership Assessment

A diagnostic is run prior to commencing ELP as part of the pre-work, and participants will have the opportunity to debrief their results with their peer learning group.

Participant profile

This program is designed for high potential, seasoned leaders who are seeking personal and professional growth.

A typical participant leads, or is on track to lead an organisation, significant business unit or function, typically CEO-2 for large organisations or CEO-1 for mid-size.

Each year we invite 200+ seasoned executives from 50+ organisations drawn from private, public, and social sectors.

Nominations

We ask that participants are nominated to attend this program by their CEO or the Executive Leadership Team. We encourage your collective nominations to be diverse and gender equal.

To reserve seats, email: academyprograms@mckinsey.com, along with the sponsoring contact.

Key dates for 2023

Request number of seats by:
25 November 2022

Register participant details:
December 2022/early 2023

Week 1: 8-12 May 2023

Week 2: 7-11 August 2023



Rising Leaders Forum

A foundational leadership program designed to accelerate the development of rising leaders.

Emerging leaders are operating in an increasingly complex and ambiguous context. Leadership teams know that great leadership talent is scarce.

It is great leaders at all levels of an organisation—more than rewards, job opportunities, and the company itself—that drive distinctive outcomes and engagement at scale. With a focus on strengths and stretch, the Rising Leaders Forum develops unique, inspirational, and supportive leaders through the layers of your organisation.



Program format

Participants will join a cross-industry cohort for a blended program:

- Attend a 4-day event to explore their personal leadership and the foundations of leading high performing teams
- Explore concepts in small groups of participants and create an external support network for ongoing peer-coaching and support

(In-person attendance is subject to updated COVID-19 guidance, closer to the event date)

Participant profile

The Rising Leaders Forum (RLF) is designed to benefit high potential future leaders with 7-15 years of work experience.

Participants are typically making the transition into people leader roles and 'stepping up' to take on greater degrees of responsibility for driving business unit strategy and execution.

We encourage your collective nominations to be diverse and gender equal. To reserve seats, email: academyprograms@mckinsey.com, along with the sponsoring contact.

Key dates for 2023

Request number of seats by:
25 November 2022

Register participant details:
December 2022 / Early 2023

Forum: October 2023



“RLF has given me the awareness and language to understand leadership — I’ve never really had the opportunity to reflect and consider the way I lead”

– RLF 2021 Participant

“As a new leader, I’m acutely aware there is so much I don’t know. RLF has given me a framework for thinking about the way I work and how to lead. RLF was so practical, and so grounded in modern work and the challenges it presents to leaders”

– RLF 2021 Participant

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