

MDA LEADERSHIP PRESENTS:

# Function Leader Development Experience

Called the “linchpin” of organizations, function leaders have arguably the greatest impact on your business performance. Yes, company executives determine the organization’s mission and direction, but function leaders serve as the strategists, talent developers, change leaders, internal influencers, and results drivers. In times of crisis and uncertainty, they are essential. As your function leaders succeed, so too does your organization.

“The typical CEO’s team has expanded dramatically in the past generation due to an increased reliance on functional leaders. The average is 10 direct reports, with nearly three-quarters of the increase attributed to functional managers...”

– J.M. Wulf, et al., Management Science article, 2014

## To Register/RSVP:

Please visit:  
[mdaleadership.com/programs](http://mdaleadership.com/programs)  
or contact Jennifer Haddy at:  
[jhaddy@mdaleadership.com](mailto:jhaddy@mdaleadership.com)  
or 612-259-4246.

Seating is limited; please RSVP early.

MDA research highlights several of the most challenging roles for those transitioning from leading teams to leading functions and a number of the behavioral requirements within those roles that represent the biggest development opportunities.

The career path of the function leader leads increasingly to the senior leadership table, with positions like CMO, CFO, and CHRO. Function leader development is an investment in those who play a central role in the current success of the business and will play an increasingly more critical role in its future success.

## Why Attend FLDE?

Organizations seldom provide support for function leader development. Targeted developmental experiences, such as robust assessment, strong experientially-based formal learning programs, cohort learning, and challenging work applications can better equip function leaders to maximize their development and contributions, and lead through these unprecedented times.



FUNCTION LEADER  
DEVELOPMENT  
EXPERIENCE



# FUNCTION LEADER DEVELOPMENT EXPERIENCE

## Who Should Attend FLDE?

Someone who is serving as a function leader—such as a director, executive director, vice president, or senior vice president—and may be:

- Assuming an expanding role
- In consideration for a more complex and strategic leadership role
- In a leadership role, but wants to become a stronger enterprise leader

## Key Business/Learning Outcomes:

### Strategist

Ability to bridge where the function is now with where it needs to go

### Change Leader

Acts as a skillful sponsor and champion of effective change initiatives

### Talent Developer

Applies the mindset and tools to attract, develop, and retain key talent

### Internal Influencer

Thinks and works collaboratively across functions to influence

### Results Driver

Achieves consistent, timely, high quality results through others

“We had a great experience with the Function Leader Development Experience (FLDE). The payoff has been even beyond what we expected for the business. The people we selected to attend now have a close cohort relationship. Since then, a few of the participants have been promoted and are well positioned as successors to senior executive roles.”

– **Alixandra Colehour**, Vice President, Human Resources, Select Comfort Corporation

## Delivery and Pricing

2020 Development Experience includes:

- Pre-workshop assessment and analysis
- Three-day workshop in Minneapolis from September 14-16, 2020 with an evening kick off the evening of September 13th.
- Post-workshop alignment and coaching meetings
- \$9,500 per participant

### Pre-Program Activities

- Assessment
- Feedback Meeting
- Key Insights
- Manager Alignment
- Microlearning

### FLDE In-Person Program

(3 days)

- Face-to-face Participant Experience
- Accountability Partners

### Post-Program Activities

(8 weeks)

- Manager Alignment
- Coaching
- Growth Planning
- Microlearning

## FACILITATORS



**Jim  
Laughlin**

As head of MDA's northeast region, Jim connects area organizations with MDA's solutions in leadership development, talent assessment, organizational performance, and CEO/board consultancy. For 35 years, MDA has helped large- and mid-sized companies solve their talent issues and get the results they need year after year.



**Nancy  
Weidenfeller**

For more than 25 years, Nancy has found a common element in the work that excited her: helping organizations achieve performance results by focusing on people issues. She has an extensive background in organization development, talent management, human resource systems design, and women enterprise leaders.



**Kathy  
Pearson**

An award-winning educator, Kathy works extensively with mid- to senior-level executives, where she teaches on a variety of topics including Executive Decision Making, Strategic Agility, Change Management and Execution. Kathy also teaches in the executive education programs for Wharton School at the University of Pennsylvania.