

# EXECUTIVE EDUCATION

Drake University is the global home for a range of programs to transform leaders and optimize organizations.

**Leading Others 2024**  
**Cohort 11**

**Drake**  
UNIVERSITY

**Zimpleman**  
College of Business



# LEADING OTHERS IS AN EXECUTIVE LEADERSHIP PROGRAM FOR PROFESSIONALS READY TO ACHIEVE NEW LEVELS OF PERFORMANCE.

## OBJECTIVE

Drake University understands your time is important and finding the right professional program to fill your needs can be difficult. Leading Others course sequence walks you through leadership effectiveness as it relates to SELF, TEAM, and BUSINESS. Discover strengths and opportunities alongside Drake's faculty and executive coaches to streamline your leadership growth and development.

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## PROGRAM OVERVIEW

Drake University understands leader development is a critical step in developing an agile business able to compete in a constantly changing market. Leading Others is designed for mid-to-senior level leaders or those charged with creating organizational value. Encompassing nearly 100 hours of orchestrated learning, the Leading Others program is completed over the course of a year. Throughout the duration of the program, participants receive executive coaching from industry leaders in our apply as you learn model. As a participant in Leading Others, you will develop both an actionable leadership development plan, comprehensive business plan, and learn to leverage tools and techniques designed to strengthen areas of opportunity and key strengths.

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Contact

[pamela.moore@drake.edu](mailto:pamela.moore@drake.edu)

515.271.2673

## GRADUATES

Over **1000** executives from over **60** organizations have graduated from Drake University's **Leading Others** program.



## PROGRAM BENEFITS

- Bring peer-level leaders together to support, collaborate, and network within and beyond the Leading Others program.
- Our proprietary Drake Leadership Success Profile (360) measures participants' leadership competencies with pre- and post-assessments.
- Discover and enhance leadership strengths for higher levels of performance.
- Create a personalized Leader Development Plan through one-on-one and group executive coaching.
- Develop a three-year business plan, including new strategies for enhancing organizational performance.
- Drake facilitators, executive coaches, and cross-industry experts provide guidance and customized coaching throughout the experience.
- Become part of Drake's executive programs outstanding alumni leaders.

“The skills, experience, professionalism and passion of everyone involved with this program has been absolutely exceptional.”

TIFFANY TAUSCHECK  
PRESIDENT & CEO  
GREATER DES MOINES  
PARTNERSHIP



# Program Calendar 2024

Program Preparation	Leader Development SELF + TEAM + BUSINESS + COACHING			Execution and Coaching
o	o	o	o	o
Welcome event No formal class	April 2,3,4 In-person class	May 1,2 In-person class	June 11,12,13 In-person class	February 2025 Graduation

## Program Includes

Executive Delivery Team

Individual & Group  
Coaching Sessions  
throughout the program

## Additional Executive Coaching

For those who wish to continue their professional development over and beyond the duration of the program, our executive coaches are available for additional coaching sessions.

## Self

- o Identify your strengths and opportunities through your Drake 360 Leadership Success Profile results
- o Evaluate your personal leadership style and articulate your Leadership Brand
- o Develop a personalized and implementable Leader Development Plan with associated objectives, key results, and tactics

## Team

- o Evaluate your own communication practices and discover strategies to improve team performance
- o Explore tools you can use to emphasize continuous learning for you and your team
- o Utilize the Leadership Performance Model (LPM) to build an effective environment for your team and/or diagnose the cause of team performance issues in order to adapt your environments

## Business

- o Learn how to drive strategy and decision-making
- o Identify performance gaps and strategic opportunities
- o Create a three-year business plan for your function
- o Receive valuable insights by presenting your business plan to the Dolphin Tank- a group of experienced executives

## Executive Coaching

- o Gain outside perspective in your professional growth and leadership development through a combination of one-on-one and group coaching sessions throughout the program
- o Identify efficiencies to reach leadership potential

# Executive Delivery Team

## EXECUTIVE FACULTY



**MATTHEW MITCHELL, PH.D.**  
Drake University

Matthew Mitchell PhD is an Associate Professor of International Business and Strategy, Management and Communications, Dr. Mitchell's research and teaching is focused on executive leadership development, risk management and international management. Dr. Mitchell has lived and worked in more than 75 countries, consulting Fortune 500 companies and governments on global business strategy. He is Drake's Madelyn Levitt Teacher of the Year, and is Fellow of the Royal Society for the Encouragement of Arts, Manufacturers, and Commerce. BA and MBA, Rollins College; PhD in International Business, University of South Carolina.



**JEFF KAPPAN, PH.D.**  
Drake University

Jeff Kappen PhD is an Associate Professor of Management and International Business at Drake University. In addition to teaching in the areas of leadership, management, global studies, and sustainable development, Jeff maintains an active research agenda on the formation of transnational partnerships, the influence of culture and religion on business, diversity in organizations, and the resolution of issues resulting from socio-cultural differences. Jeff recently served as acting director of the Principal Center for Global Citizenship and the Nelson Institute for Diplomacy and International Affairs and as chair of the nation's largest chapter of the Academy of International Business.

## EXECUTIVE COACHES



**HOLLY M. DIERKS**  
VP of HR, John Deere, Retired



**PHIL TUNING**  
Executive Partner, William & Mary, Raymond School of Business. President, John Deere Financial Canada, Retired



**MIA ELLIS**  
Owner, Amplified Coaching and Consulting



**JULIE MCCARTY**  
VP of HR for the Global Atlantic Financial Company, Retired

# Executive Coaching

## LET DRAKE'S EXECUTIVE COACHES BUILD ON YOUR LEADERSHIP FOUNDATION AND TAKE IT TO THE NEXT LEVEL.

Drake University's executive coaches are recognized leaders in their own organizations and hold nationally accredited executive coaching credentials. Our coaches provide support, inspiration, experience, and guidance walking alongside as you develop your leader development plan and business plan. Leverage their expertise and outside perspective in both group and individual coaching sessions throughout your 12-month experience.

### GROUP COACHING

Small group coaching is designed to expand your peer professional network by encouraging support, insight, and critical thinking. Cross-industry participants bring their experiences to enhance the coursework and guide others on their leadership journey. This small group is lead by an executive coach to enhance leader development.

### INDIVIDUAL COACHING

Each participant is paired with a dedicated executive coach who is focused on you. Drake's Leadership Success Profile (360) provides a starting point for personal and professional development. The 360 results help guide discussions, evaluating your strengths and challenges. Coaches give actionable steps to challenge and enhance your unique self in leader development.

"AS A COACH IN THE LEADING OTHERS PROGRAM, I ENJOY PARTNERING WITH YOU AND PROVIDING SUPPORT AS YOU FOCUS ON YOUR GROWTH AS A LEADER."

-Phil Tuning  
Drake Executive Coach



## WHY DRAKE EXECUTIVE EDUCATION?

Drake University is recognized as one of the finest institutions of higher learning, recently identified by *Forbes* as “the fastest-rising private university in the United States in college rankings.”

Under the guidance of an experienced leadership team, Drake University provides an exceptional learning environment that prepares individuals for meaningful personal lives, professional accomplishments, and responsible global citizenship.

This academic know-how and international culture are also reflected in Drake University’s Zimbleman College of Business. Whether you are looking to grow your leaders’ specific skill sets or want to position your organization for success in the global economy, Drake has an executive education program to meet your objectives.

10

10 Cohorts of Leading Others Graduates creates a high achieving, cross-industry professional network in the Des Moines area.

WORLD  
CLASS  
LOYALTY

Our Leading Others Program has successfully achieved world-class loyalty and satisfaction scores from executive alumni surveys, showcasing an increase in revenue and team engagement.

50%  
INCREASE

Participants experienced **50 percent increase in promotion rates** and 70 percent in increased executive responsibilities as a result of engagement in the Leading Others program.



# Testimonials



“The Leading Others program has introduced me to a process of developing myself and team members in a constructive and productive method that I believe all employers should implement. The program helped me to rethink leadership development, and gave me the practical tools to enhance my personal success and my organization’s mission.”

GEORGIA VAN GUNDY  
SENIOR VP, CHIEF ADMINISTRATIVE  
OFFICER, HY-VEE



“This was a truly world class executive leadership experience! The instructors and the curriculum have given me a practical road map of how to increase my effectiveness in my organization. I also appreciated the opportunity to network with a group of highly talented peers across many diverse industries.”

BETH NIGUT  
EXECUTIVE VICE PRESIDENT  
EMC INSURANCE



“The Leading Others program gave me a detailed, practical, and easy-to-understand roadmap to help me move from good to outstanding leadership, as well as tools and templates I can apply immediately to my leadership capabilities.”

PATRICK HEASTON, STRATEGIC CREDIT  
RELATIONSHIP MANAGER,  
JOHN DEERE FINANCIAL



“Leading Others is way more than just a leadership course — it’s a Master class in Leadership. The curriculum and the individual coaching empowered me to tailor my business plan, merging my personal leadership development with outcomes for my organization.”

KELLAN LONGENECKER  
IOWA PLANT MANAGER, GENERAL MILLS



## ENROLLMENT FEES

\$11,499

### FEES INCLUDE:

- 360 performance review (pre-test and post-test)
- Tuition
- Executive Coaching Sessions (Individual & Group)
- All educational materials

**Optional: Additional Executive Coaching**  
**\$1,200 for 6 hours**

## EARLY BIRD DISCOUNT

**SAVE \$750** if application received by December 15, 2023

## APPLICATION DEADLINE

February 1, 2024

## CUSTOM PACKAGES

Drake works with organizations across the Des Moines area to bring a customized Leading Others Program to you. Please reach out to Pamela Moore for more details.

*pamela.moore@drake.edu*

## REGISTER

[drake.edu/execed](https://drake.edu/execed)



## THE FORMAT

The program combines a unique opportunity to maximize learning and development while minimizing time away from the office. Through a combination of executive coaching and interactive classroom sessions, you will move through a strategically guided curriculum while exploring and applying program components of Self, Team, Business.

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**REGISTER AT:**

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**Contact Drake University**

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