



# Executive Development Leadership Lab



## Overview

The Executive Development Leadership Lab is aimed at enabling participants to cultivate the interpersonal skills they need to build teams and lead others. The course has been among the most popular electives at The New School for more than 30 years and has helped participants unlock their true potential not just as leaders but as people.

Designed to build self-awareness and develop practical skills, the lab delivers a highly personalized learning experience involving an intimate group of only 12 participants who engage intensively with the content and practice skills and techniques essential for high-performing leaders. Taught by expert faculty and industry leaders at Parsons, the #1 design school in the United States, the lab offers a safe environment in which to observe the impact of behavior on others, practice key interpersonal skills with peer feedback, and learn ways to positively influence team formation.

## Details

### Experience

In Person

3.5 days

[Visit our website](#) for more information on fees and upcoming dates.

## > Key Learnings

### Developing Insights

Develop deeper insight into yourself and an awareness of your impact on other people in teams.

### Giving Feedback

Uncover blind spots by learning to see yourself as others see you. Receive honest assessment of your impact on other people and learn to give effective, and perhaps difficult, feedback in a team setting.

### Listening Actively

Practice a proprietary model for active listening that will enable you to more accurately recognize others' perspectives and feelings and more effectively convey genuine empathy, coach and counsel others, and manage conflicts.

### Modeling Team Development

Learn to outline the steps leading to the development of a high-performance team. This powerful model will enable you to identify and describe the steps required for team development and develop the insight you need to skillfully intervene and shape your group into a true team.

### Influencing Outcomes

Examine the way lived experiences influence individual and team outcomes and the way these experiences can be used to increase teams' effectiveness.

### Creating Powerful Dynamics

Observe how the dynamics of power, influence, norms, and trust are used by leaders to create equitable and fulfilling team experiences.

### Promoting Diversity

Build your understanding of diverse team members and develop your ability to lead them and conduct difficult conversations with them.

## ◉ > Meet Your Faculty



### Program Lead

**Mark Lipton**, *Professor Emeritus of Management at Parsons School of Design and The New School*

Mark is Professor Emeritus of Management at Parsons School of Design and The New School in New York City.

For more than 40 years, he has advised Fortune 500 corporations, think tanks, philanthropies, not-for-profits, and start-ups. C-level executives benefit from his coaching skills, organizational assessment techniques, and leadership development programs. Since 2015, he has led Deloitte’s Chief Executive Program research strategy, and he now consults full-time with CEOs of rapidly growing young firms.

His work as a consultant and professor has inspired his writing for such publications as the Harvard Business Review, MIT Sloan Management Review, and Journal of Management Consulting as well as a number of acclaimed books.

◉◉ *“Since developing this offering in the late 1980s and incrementally tweaking the design over the past decades, I am still pleasantly shocked by the positive—and lasting—impact it has had on hundreds of participants over the years. For anyone involved with the lab more than once, it’s never the same experience. So I shouldn’t be surprised how much I, personally, have gained from serving as a facilitator over these years.”*

—Mark Lipton



## Program Co-Lead

**Ayushi Jain**, *Strategist, Executive Leadership Development Laboratory Program Co-Lead*

Ayushi is a strategist committed to uncovering the power of human ingenuity to create change in society. She uses human-centered design and leadership facilitation principles to drive innovation in impact-oriented organizations.

Over the past several years, she has worked with cross-cultural teams in six countries, supporting public- and private-sector clients in achieving business results. Her international experience includes work with NGOs, innovation labs, and Fortune 500 companies.

## ➤ Program Experience

Limited to 12 participants and led by two master facilitators, this 3.5-day lab features real-time experiential learning, interactive peer discussions, and access to proprietary tools and insights relevant to all industries and sectors.

In the weeks before the lab starts, the program lead will meet over Zoom for a one-on-one coaching call with each registrant to ensure that they have established goals that will enable them to gain maximum value from the experience. Before the pre-lab coaching call, the program lead will provide a small set of questions—no more than six—for registrants to consider, so that they can get the most not only from the call but, more important, from the lab itself.

## Post Lab Coaching Call

Participants reconnect with the program lead for a one-on-one session after the lab. The session will help each participant identify their most important takeaways from the lab and establish a process for continually practicing, sustaining, and improving their efficacy in using these new skills and insights.

## Outcomes

Upon completing the lab, participants will be equipped to:

- Identify and pursue personal learning goals, shaped with the support of faculty before the launch of the lab. Possible areas for improvement include interpersonal communication and other aspects of interpersonal relations, team building, and leadership.
- Accurately observe and diagnose team dysfunction and take the most appropriate action as a result of your assessment.
- Use interpersonal communication skills to build and shape more open, effective, and rewarding relationships with a variety of people, even those you may experience as difficult.
- Experiment with different roles that help a group achieve its goals.
- Employ continuous risk taking, disclosure, and feedback provision in service of your evolving learning goals.

## Participant Profile

- Senior leaders working in team settings and requiring more sophisticated facilitation skills to improve team cohesion, trust, and effectiveness.
- Upper-level managers who have received and acknowledged feedback calling for them to improve their interpersonal skills and handle difficult interpersonal settings effectively to achieve desired outcomes.
- Client-facing specialists who need to develop more sophisticated interpersonal skills for communicating effectively with clients. The goal may be to influence more effectively, manage conflict, enhance client satisfaction with the process, or create authentic relationships characterized by trust, which have been shown to increase client engagement. Individuals who would benefit from the lab may work as architects, attorneys, accountants, or designers or in other advisory or consulting roles where influence is not exercised through the use of authority.
- Professionals who need to become more effective in—and comfortable with—having difficult conversations, giving and receiving feedback, actively listening, and leading groups live or on video streaming platforms.

## 🔴 ➤ **Enroll as a Team or Organization**

Parsons Executive Education programs are designed to deliver results. Partner with us to create customized programs tailored for your teams—programs that align with your organizational strategy and deliver on your business goals. Consider us an extension of your team, working toward a shared goal of addressing organizational and market challenges and developing innovative solutions for your stakeholders and customers. You identify the challenges; we customize and design our presentations, exercises, case studies, and breakout sessions to help you achieve your goals. Scheduling is flexible, and we work around your time constraints.

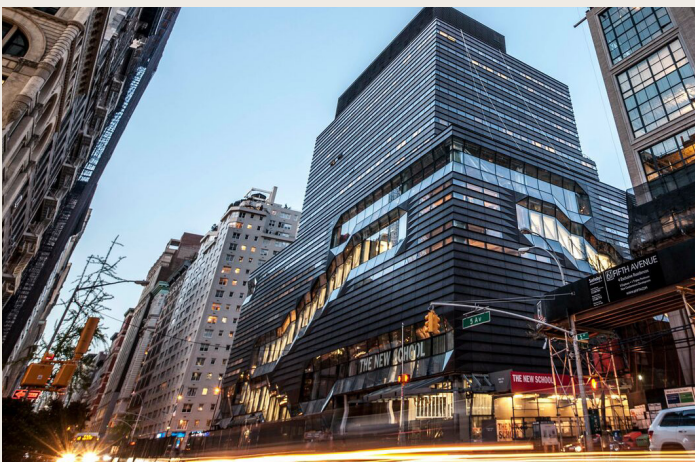
**Learn more at**

[execed.newschool.edu/organization](https://execed.newschool.edu/organization)

# ➤ Why Parsons Executive Education

Parsons Executive Education operates at the intersection of design and the global socioeconomic trends transforming our organizations and communities. Our programs are designed for industry leaders and entrepreneurs who have the courage to engage in high-impact learning—those who come at challenges differently, celebrate creativity, and are capable of acting in the face of continuous change. While most curricula focus on ROI, our courses take you on a journey that delivers Return on Design (ROD)—improved performance, increased resilience, dynamic new customer experiences, and maximum growth. As the #1 design school in the United States, an institution that is leading the thinking and output of industries the world over, we offer a high-impact learning environment that will enable you to:

- Practice approaches to problem solving that will maximize your ability to adapt to change
- Acquire human-centered methods that will help you effect organizational transformation and create memorable experiences for your audience
- Harness new sources of value for building successful products and services while designing risk out of the process
- Master the art of prototyping and make ideas tangible to maximize stakeholder and customer buy-in
- Create multilevel impact by employing systems thinking and ecosystem business models, an approach well suited to the new era of complexity



## Take The Next Step

Have questions about our Executive Development Leadership Lab? Our team can help you determine whether this program is right for you and your learning goals.

**Contact us at**

332.239.2754

[execed.advisor@newschool.edu](mailto:execed.advisor@newschool.edu)

**Register at**

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

