



**QUEENS**  
McCOLL SCHOOL  
of BUSINESS

Executive Leadership  
Institute



S Y K E S

## The Executive Leadership Institute at Queens University of Charlotte

The Executive Leadership Institute (ELI) provides top-tier leadership development services to organizations across the Carolinas. ELI is hosted by Queens' McColl School of Business and delivers best-in-class professional development for executive populations in the manufacturing, financial services, healthcare, retail and consumer, professional services, education, construction, and hospitality sectors. Our solutions are unique - tailored for each client according to their needs and culture.

# SERVICE AREAS



### Leadership Development Programs

Organizations are hungry to develop their pipeline of emerging- mid-, and senior-level executives. This is ELI's sweet spot. Our core offering is the design and delivery of cohort<sup>1</sup> programs, tailor made for our clients. Simulations, cases, action learning, and a variety of other adult learning techniques bring organizational behavior, strategy, leadership, and business acumen topics to life with your company as the focal point.



### Executive Coaching

ELI supplies executive coaches to organizations across the region. We provide a valuable advisory resource to our client's talent and leadership development functions.

- ▶ Nearly 50 credentialed coaches are affiliated with ELI
- ▶ 1-on-1 and small group coaching engagements
- ▶ Face-to-face and virtual coaching
- ▶ International coaching assignments
- ▶ Large array of assessment instruments to support our coaching clients



### Consulting/ Advisory Services

The McColl School of Business is well known for our graduate level MSTOD<sup>2</sup> program. ELI brings that organization development expertise to our clients. We are frequently contracted to provide consulting services in the areas of strategy and strategic transformation; change and journey management; organization design and competency modeling; employee engagement and team dynamics; talent and succession planning; and meeting design and facilitation.



*“ELI at Queens has become an extension of our company's effort to identify, train, and develop leaders. We rely heavily upon this partnership and appreciate the flexibility to custom build a leadership program that is designed for the needs of our teammates. This cycle of growth has been extremely gratifying to watch: our first team graduated from ELI 3 years ago, immediately moved into new roles, and began to successfully shape their own departments. Now the next generation leaders they selected have also graduated from ELI.”*

*—Chief Executive Officer, Manufacturing/Engineering Client*

<sup>1</sup> Typically our programs have 15-20 leaders from the same organization

<sup>2</sup> Master of Science in Talent & Organization Development

# WHAT DISTINGUISHES ELI FROM OTHER PROVIDERS?

## Consultative Academics

Experienced faculty, coaches, and staff provide our clients with relevant best practices and frameworks.

## Expertise in Adult Learning

We design and deliver in ways that recognize and address the learning styles of adult professionals from different generations and cultures.

## Credibility with Executives

We bring executive level experience to the learning environment; we empathize and identify with clients.

## Coaching and Assessments

We excel at executive coaching that develops leaders, changes behaviors and applies learning. Our portfolio of assessment instruments is without rival.

## Tailored Programing

We tailor the learning outcomes, program design, and delivery to fit the unique needs of each ELI client.

## Relational, Engaging, and Fun

Every member of our team is committed to providing exceptional, impactful service and we love what we do. Learning is interactive at ELI.

## Beautiful Environment and Concierge Experience

Our on-campus programming is packaged in a gorgeous learning environment with features that let executive talent know they're special and cared for.

## Turnkey and All-in

We bring it all. The 'What', 'Who', 'When', 'Where', and 'How' is an 'All-in' ELI distinctive.



*“The quality of my executive coaching experience was very high. My coach was well skilled to address my particular needs and interests. My assessments were custom selected based on the goal I wanted to achieve. He was a gifted, active listener; able to quickly get to the root of things. Together, we honed in on a focused set of leadership behaviors and we discussed ways to create opportunities to practice the new behaviors I wanted to exhibit. From meeting to meeting, we discussed the changes I was making and the impact they were having. The coaching engagement was highly focused and relatively brief – just the right amount of time- spent on the right things.”*

*—Coaching Client - Department Chairman, Healthcare Client*



*“I can't thank the ELI team enough for the learnings that I've taken from the program. For me this program has been truly inspirational. In my 15 year career I have never felt so invested in. I believe the biggest differentiation between this program and others out there is the heart and personal touch that the ELI team put into it. I know at the end of the day you truly care about the people going through the program and are committed to their success. It's truly amazing what the team is doing and much appreciated. You all are touching and changing lives for the better. I sincerely thank the ELI team for the experience.”*

*—Participant - Vice President, Manufacturing Client*



Our industry knowledge and experience has permitted us to deliver value to organizations in many different sectors:

Technology  
Manufacturing  
Healthcare  
Retail and Consumer  
Education

Financial Services  
Professional Services  
Hospitality  
Construction  
Not-For-Profit

SOME OF ELI'S CLIENTS:



## CONTACT US

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