



THE ASCENT

LEADERSHIP PROGRAM

*a yearlong cohort experience to adapt the practice of
leadership to our contemporary moment*



The leadership challenge has changed

For senior leaders today, the very instincts that earned an executive their role, namely deep expertise, fast decisiveness, and being the person with the answer, are no longer enough.

Leading a complex organization through constant change also calls for an appreciation of complexity, a radical acceptance of uncertainty, and a servant-leadership relationship with the team.

The Ascent teaches that contemporary skill set through a research-backed year of group experiences and individual coaching.

An invitation-only cohort of ten

The Ascent brings together ten senior leaders at SVP level and rising, drawn from across industries. It was developed out of research conducted by Dan Fisher, PhD and Steve Garcia, EdD, published by Wiley as *The End of Leadership as We Know It: What It Takes to Lead in Today's Volatile and Complex World*.

What leaders need now

Across hundreds of engagements with senior executives, and in our research, we have identified the leadership skills these times demand:

- To lean into the complexity and uncertainty.
- To see their own blind spots, the habits of mind that quietly cap their impact.
- To get more from their people by unleashing them rather than controlling them.
- To build a team that stays resilient and high-performing under sustained pressure.
- To make sound decisions when the data are ambiguous and the stakes are high.
- To be part of the team, not insisting on carrying the role alone.



How you will lead differently

The Ascent transforms an accomplished executive into a leader their organization can put in front of anything.

WHERE MANY LEADERS START	WHERE THE ASCENT TAKES THEM
Holding the answers themselves	Creating the conditions for great answers to emerge
Controlling and directing the work	Unleashing the full capability of their people
Projecting certainty and invincibility	Leading with humility, candor and trust
Reacting to disruption as it lands	Sensing change early and shaping the response
Leading through their own expertise	Leading through relationships and influence
Carrying the role in isolation	Grounded in a trusted community of peers

Ten senior leaders, ten months, and a cohort drawn from across industries rather than from inside one company. Peers who understand the demands of the senior seat, and who have no stake in your internal politics.

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I lead a very different way now. Less certainty, more inquiry, and better decisions because of it.

Mary Guckert
VP, Oncology Delivery Unit Head, Global Development
Johnson & Johnson Innovative Medicine

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My EdgePoint experience was singular. It connected me to amazing people who genuinely care about leading others while providing me with experiences and support to further burnish my leadership strengths.

Jill Jones
Managing Director, Citi

A year of transformation

The year balances in-person and virtual experiences, group and individual development, and support for both the executive and the team they lead.

Base Camp

Two days together that disrupt how you think about leading, ground you in your leadership story, values and purpose, and forge the high-trust peer relationships that carry the rest of the year.

Eight micro-trainings

Virtual sessions on specific, pragmatic skills for leading in complexity, from coaching and decision-making under uncertainty to building resilient teams and executive storytelling.

Eight peer consulting sessions

The cohort works a specific, real challenge that each leader brings, in turn. Questions and perspective from peers who understand the context, not advice from a facilitator.

Four one-to-one coaching sessions

Individual coaching with a coach trained in contemporary leadership transformation, personalized to each leader's development plan.

Three team surveys

The CLA Team EVAL runs at the start, midpoint and end, so the impact of the leader's transformation on their own team is tracked rather than assumed.



The Ascent by the numbers

10 months

10 senior leaders

8 micro-trainings

8 peer consulting sessions

4 coaching sessions

3 team assessments

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The immersive instruction coupled with the quality time spent with my EdgePoint cohort was invigorating. That experience impacted my leadership trajectory, which I am truly grateful for.

Justin Hirsch
CEO, Jobplex

Data-driven Development

The Ascent leverages validated team and psychometric assessments to generate insight and personalize development. What you can measure, you can change.



Evidence to date

- 100%** said they became a more effective leader
- 93%** apply the tools day to day
- 85%** of managers observed positive change
- 30** new working relationships each

Ascent participant and manager survey data collected at program close, from a cohort run inside a global organization.

Development assessments

- Each leader completes an LVI 360-Feedback Assessment, the Hogan Assessment Battery, a DiSC Behavioral Style Indicator, and the CLA Team EVAL Survey.
- The suite builds awareness of strengths and development opportunities, insight into preferred working style, and a wider range of choice in how they engage and influence others.

Debrief and action planning

- Each leader debriefs their results one-on-one with a certified development coach.
- Coach and participant co-design the development goals for the program, and the four coaching sessions are anchored to them.

Team outcome tracking

- Each participant's own team completes the CLA Team EVAL at the start, midpoint and end of the program.
- Engagement and impact are tracked over the year, so change in the leader is visible in the team rather than only in self-report.

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I found EdgePoint's year-long experience to be one of the most sophisticated and enriching leadership experiences I've had the opportunity to participate in.

Ben Fried
CIO, Google, 2008–2022

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Being in community with leaders who were in my year-long EdgePoint cohort, both outside of my industry and existing networks, deeply challenged and supported me to grow in perspective and wisdom.

Rose Else-Mitchell
President, Scholastic

What you will gain

After a year of applied growth, leaders leave with concrete, durable gains.

A clear read on yourself. A picture of your strengths, your blind spots, and your default patterns under pressure.

A wider range of moves. The ability to coach, influence, tell a compelling story, and decide well in ambiguity.

A more resilient team. Measured gains in your own team's engagement and resilience.

A grounded sense of purpose. Knowing your values and your true north, so you can make hard decisions when the pressure is highest.

Progress on real work. Tangible movement on a genuine enterprise priority you bring into the program.

A network that lasts. A small group of senior peers across industries who understand your context, plus the option to continue in the EdgePoint community afterward.

Readiness for what is next. The presence, agility and resilience to take on a larger mandate with confidence.



Program faculty

The Ascent is led by senior EdgePoint faculty, grounded in the research and practice behind *The End of Leadership As We Know It* by Dan Fisher, PhD and Steve Garcia, EdD.

The Ascent is right for the senior executive who:

- Leads at SVP level or is rising toward it.
- Wants to invest the time it takes to make a step change in her or his capabilities.
- Has the courage and humility needed to keep learning and developing as a leader.
- Values intellectual honesty and has the curiosity to experiment with new models and integrate them into their own leadership style.
- Is committed to creating and sustaining an inclusive and just community.

Next steps

The Ascent is invitation-only and cohorts are limited to ten. To discuss a place in the next cohort, contact **Christyl Murray**, Executive Director, EdgePoint.

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**A community of senior executives
gaining our leader edge**



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