

THE LEADERSHIP COLLECTIVE

GETTING YOUR TOP
LEADERS READY

The Leadership Collective has one clear goal: to prepare your highest potentials for what's next. Over the course of nine months, participants are immersed in a learning environment where they receive intensive feedback and coaching, and a six-session leadership course that provides guidance from those who have walked the road they are now on. We create a high impact learning cohort that acts as the place where it's OK for participants to not know, to not be the expert. Joining a close-knit group of other highest-of-the-high-potentials who can help make them better is central to the power of the Leadership Collective. In short, we've created the place where future leaders learn to build their personal Board of Directors.

For companies that just need to check a box on leadership development, there are plenty of programs that rely on passive learning, pre-programmed seminars, and other tools of the traditional leadership development playbook.

The Leadership Collective is not one of those. This is highly interactive, undiluted access to world-class peers, advisors, and experts you won't find anywhere else. It's sleeves-up planning, preparation, and mentorship built on the collective wisdom and experience of people who intimately know what it takes to lead a successful company.

SPRING 2023 FACILITATORS



PAULA STEINER

Paula A. Steiner is the former President and CEO of Health Care Service Corporation (HCSC), the largest member-owned health insurer in the U.S. and the fourth largest overall. With \$40 billion in annual revenue, 23,000 employees and a customer base which exceeds 16 million individuals, HCSC would qualify as a Fortune 100 company if it were public. Paula served as CEO from January 2016 through July 2019. She led the company's financial turnaround, driving a \$5.5 billion swing in net gain and a \$3.4 billion improvement in underwriting results, one of the largest 3-year improvements ever recorded in the industry. Paula is currently a Director of New York Life, the largest mutual life insurance company in the country, and Cotiviti, a healthcare analytics company serving over 180 industry payers. In addition to the HCSC Board, Paula previously has served on the Boards of the Blue Cross Blue Shield Association (BCBSA), America's Health Insurance Plans (AHIP), National Institute for Health Care Management, Dental Network of America and Urban Gateways.



JOHN PHILBIN

John Philbin is the managing partner at Spectacular at Work. He advises Boards, CEOs, and develops future leaders for some of the most respected companies in the world and with any company seeking to accelerate their growth, strengthen their competitiveness, and build a culture that ensures a steady flow of future leaders. He is regularly invited to speak on strategic talent management + succession planning, building better leaders and corporate culture, and creating a competitive advantage through people and culture. John completed his Ph.D in Psychology at Loyola University and is an adjunct faculty member at Kellogg School of Executive Ed at Northwestern University and Booth Executive Ed at The University of Chicago.



WHO'S IN THE COLLECTIVE?

SPEAKERS

Stan McCarthy: current Chairman Ryanair; Director OSI, former CEO Kerry Group

Carl Stern: former CEO + Chairman Boston Consulting Group

Dan Dickinson: current Director + Audit Chair Caterpillar; current Managing Partner HCI Equity Partners; former Co-Head Global M&A Merrill Lynch

Harry Kraemer: current Executive Partner Madison Dearborn; current Professor Kellogg School of Management, former CEO Baxter Healthcare

FORMER PARTICIPANTS

The first two cohorts of The Leadership Collective have had executives from:

- Ann & Robert H. Lurie Children's Hospital of Chicago
- Aon
- bounteous
- Gold Leaf Capital
- Health Care Service Corporation
- Kansas City Southern Railway Company
- McDonald's Corporation
- Option Care Health
- Reebok
- SP+
- The Marketing Store
- USAA
- WellBe Senior Medical

SPRING 2023 CALENDAR

MARCH	ASSESSMENT	Each participant begins the program with a board-ready development assessment to serve as the foundation of their coaching and developmental priorities
APRIL	SESSION #1	The first session is a full-day, in-person meeting
MAY	SESSION #2	Half-day session
JULY	SESSION #3	Half-day session
AUGUST	SESSION #4	Half-day session
OCTOBER	SESSION #5	Half-day session
NOVEMBER	SESSION #6	The last session is also a full-day, in-person event

Important note: There are at least two virtual learning sessions included in the program as well as one-on-one individual coaching sessions with John and Paula included in between each group session.