

Custom Programs

High-impact programs tailored for your organization.

Your company is in transition. New markets. New competitors. New rules. To compete in this new environment your managers have to think strategically, not operationally. They need to look at business from a cross-enterprise perspective, rather than from functional silos. They have to think globally, execute brilliantly, and drive change. Developing these capabilities in your managers is critical to maintaining a competitive edge in today's fast changing, global economy.

Ivey helps you develop true leaders.

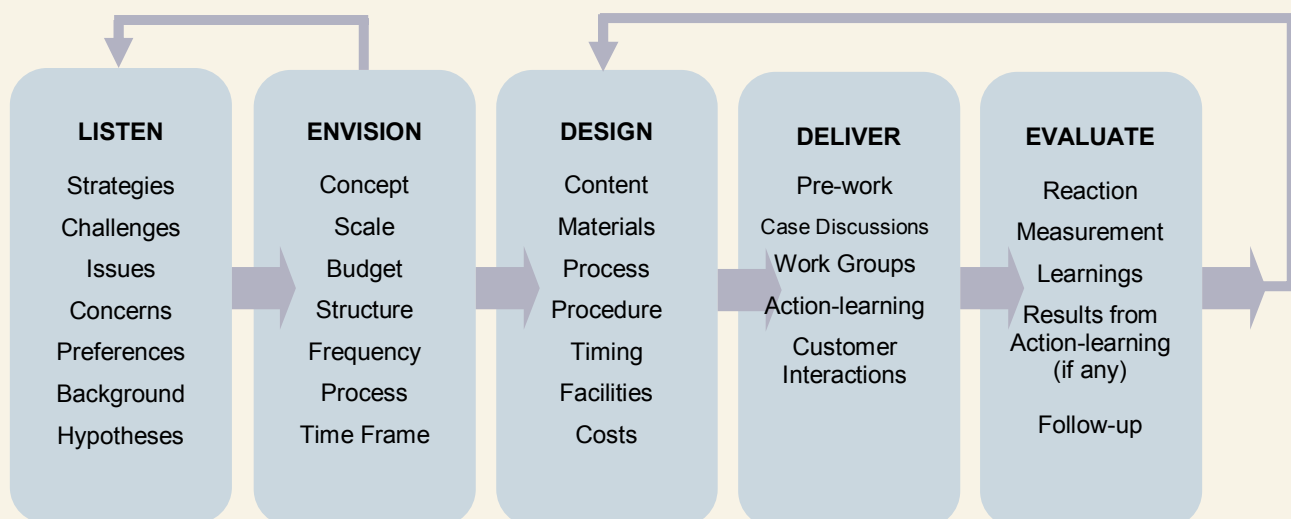
We are a strategic partner for management development to many of the leading organizations in Asia and around the world. We develop close, long-term relationships with clients to thoroughly understand their organization – their business challenges and strategy, organizational issues, and training & development approach. This knowledge enables us to pinpoint your management development requirements and design and deliver finely-tuned programs that develop the exact leadership competencies your company needs.

Ivey's custom programs are designed in full partnership with your company's executives. The outcome is a results-focused learning experience grounded in your organization's strategic goals.



The Custom Program Design Process

The content of our custom programs is the result of an intense, iterative consulting process to set clear, measurable objectives that translate into tangible bottom-line results. Program development encompasses five stages of preparation, design, delivery and feedback.



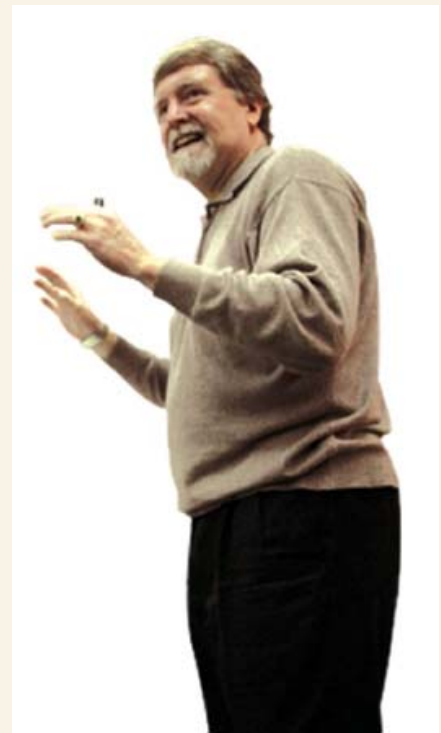
During the first step we mostly listen. We want to understand your business strategies as well as the challenges and opportunities facing your organization. You also need to know us better — our capabilities, teaching approach and track record.

In the second step, we jointly determine the scope and range of a possible executive program. Typically, we describe a few options we believe fit with the resources you want to assign and the people you want to include. You choose specific program elements or select a completely original approach. We then prepare a proposal for your consideration.

In the third step, if the terms of the proposal are mutually agreed to, a letter of agreement is signed. The contracts may include a paid development phase that lets us meet with your senior managers and incorporate your firm's values and culture into the final program design.

Next we deliver the program. During delivery we allow for the possibility of change since market conditions, executive substitutions or new requirements can all require a mid-course program adjustment.

During post-program evaluation and measurement, we jointly go over all of the results and assess the learning experience. In many situations, action-learning projects evolve from the program. In others, we recommend specific coaching and individual follow-up.



Benefits of Ivey's Custom Programs

- **Customized:** Programs are tailored to your requirements and therefore grounded in your organization's strategic goals
- **Common Insight:** Because your managers share a common experience, they gain a mutual understanding of models and concepts, making the transition from learning to action more effective
- **Measurable Impact:** Ongoing evaluations throughout the program ensure learning is consistent with expected outcomes. Measurable objectives can be set to enable a clear assessment of desired results.
- **Anytime, Anywhere:** Ivey delivers custom programs anywhere in the world at a time that is convenient for you

"Ivey is a true partner to our executive development efforts. We involved the school right from the development stage of our core management program. The faculty has worked closely with our senior management and has gained a good understanding of and insight into our business and organization. The programs were consistently well-designed, well-delivered and well-received....Our management and the program participants also benefit from the valuable advice of the professors outside of the classroom.

Francis Tong - General Manager, Hutchison Port Holdings

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