



## EXPAND - Senior Leadership Development Programme

The EXPAND programme is a key initiative in the continuing success of EADS. It is a fantastic opportunity for Senior Managers and Executives from a variety of specialist functions to gain the experience and skills they need to help take the organisation forward. The development of a strong leadership community, conveying consistent messages, is paramount to the future success of the organisation. A dynamic and developing role for EADS' leaders is to ensure the entrepreneurial and empowered approach is embedded into the heart of the organisation.

In its seventh year, EXPAND is a highly successful, innovative, global leadership development programme spread over 12 months that develops and refines the critical leadership competencies needed in EADS' current and next generation Executives.

Targeted at a group of at least 75 recently promoted Executives and Senior Managers (across multiple Cohort groups) showing real potential for promotion, EXPAND sets out to enable its participants to:

- Step back, reflect, discover, and actively work on their leadership potential individually, with their peers, and with their Personal Executive Coach
- Refine their management knowledge necessary for today's business leaders
- Share their managerial challenges in a diverse network of EADS leaders
- Strengthen their strategic thinking skills and entrepreneurial focus by discussing EADS group strategy, globalization and other key topics important to Executives in EADS Headquarters
- Broaden their international mind set by gaining a first-hand experience in one of the EADS strategic Expansion Target countries.

Key features of the programme design: -

- Use of 360 and other psychometric tools
- Strategic team project working
- Effective use of business simulations – facilitating live with actors and participants
- 1-to-1 Executive Coaching.

*“Fascinating voyage of self-discovery. It’s been incredibly rewarding, tough (in a positive and challenging way) and a brilliant networking opportunity”.*

*“Very enjoyable. Good balance of work and fun. Content effective in helping own team form. Instructors were highly perceptive. Handled difficult topics with sensitivity and compassion”.*

*“This Programme was a great opportunity to think on personal issues and how to be more effective as a team member or team leader”.*