

Our senior leader development program aims to strengthen our leadership pipeline, accelerating participants' readiness for future senior roles

Participants will benefit from:

- Increased self awareness and leadership confidence
- Cross business exposure and networks
- Opportunity to build leadership capabilities and skills for partnering and driving collaboration
- Developing an understanding of IHS Markit values, leadership competencies and ethical leadership
- Exposure to IHS Markit business challenges and opportunities

Module 1

Finding your leadership voice

- ✓ Why should anyone be led by me?
- ✓ Exploring the challenges of the changing leadership landscape
- ✓ What is great ethical leadership at IHS Markit
- ✓ Creating a personal leadership development plan based on feedback from peers, coaches and senior leaders

Module 2

Leadership Stamina

- Activate Your Brain: The Neuroscience of Success*
- ✓ Exploring the brain's need for choice, control, completion and context in high-end, effective performance
 - ✓ Learning to spend time in the 'executive brain' while managing the less effective animal brain
 - ✓ Practicing accessing areas of your brain to allow you to perform better and smarter
 - ✓ Reframing stress and using it as fuel for performance

Module 3

Execution and Strategic Thinking

- ✓ Recognizing the leader's role in creating a business execution culture
- ✓ Determining effective business execution characteristics in business situations
- ✓ Recognizing the attributes that comprise strategic thinking
- ✓ Developing competencies to become a strategic thinker
- ✓ Building a team vision and purpose through implementation and accountability

Momentum events and coaching

Our manager development program delivers must-have tools and skills to increase our manager's competency and productivity

Manager toolkit

~ 2500 employees to enrol in program

Program categories	Program curriculum*
Aligning for performance	<ul style="list-style-type: none"> • Understanding your role • Developing an aligned agenda • Assessing Managerial Capabilities • Setting Performance Expectations
Coaching for results	<ul style="list-style-type: none"> • Sources of motivation • Coaching for commitment • Handling challenging conversations
Leading for commitment	<ul style="list-style-type: none"> • Building trust and ethical leadership in the workplace • Managing for high performance • Career development • Living the IHS Markit values

**First time managers will have additional training development courses*