Since 2009, Leadership Deep Dive has helped nearly 150 senior executives acquire the skills, knowledge, and insight necessary to be an outstanding leader.

“Leadership is at least 50% of the job — and it only grows the higher you go — and yet it often goes wholly ignored, often with the platitude that it can’t be taught. The program at Weatherhead is giving the lie to that misconception.”

Nicholas White, LDD I
CEO, The Daily Dot
Director, Sandusky Newspapers, Inc.
Austin, Texas
Immerse yourself in ideas and practices developed by Weatherhead’s top-ranked Organizational Behavior Department to advance your leadership ability.

Dive into Emotional Intelligence
with one of its developers, Richard Boyatzis, PhD.

Experience Appreciative Inquiry,
a breakthrough methodology for transforming organizations to achieve unprecedented results.

Question convention,
test your assumptions, and consider new possibilities in a supportive learning environment.

Learn from your peers
and an extensive array of leaders inside and outside the classroom.

Inspire and lead
at all four levels — yourself, your team, your organization, and within society.

Maximize your organizational impact
with tools that will help you deal with the intensity, diversity, and adversity of today’s business environment.

Craft a compelling vision
of your leadership to guide your decisions and choices throughout your career.

Recharge through career renewal
and sustain the course with techniques that prevent the “sacrifice syndrome.”

Leave feeling confident, energized, empowered, and excited about the evolution of your leadership ability.

Emerge from this transformational experience with a new realization of the power of your leadership.
When it comes to education and development, the bottom line depends on just two questions:

1. What have people learned?
2. Did it last?

The methods and design used in this program have been scientifically tested and shown in published studies to help people and organizations achieve significant and enduring growth and development. Now in its fourth year, Leadership Deep Dive’s bold approach to building leaders goes beyond simply identifying and correcting weaknesses. Rather, we focus on the intersection of aspirations and strengths that propels individuals and organizations forward.

“Personal coaching was a highly constructive part of my Deep Dive experience and beyond. My coach provided great encouragement and support, particularly in helping me shape and articulate my personal vision.”

Jim McFarlane, PhD (h.c.), LDD II
Managing Director Operations
Scottish Enterprise
Glasgow, UK

TRANSFORM

Yourself
Great leaders apply keen self-awareness to the management of themselves and the leadership of others. Discover how Emotional Intelligence connects with resonant leadership, and the underlying psychological and physiological processes that impact performance. Learn how to create and nurture relationships of deep emotional connection that inspire and sustain you as a leader.

Your Team
Learn how to harness and inspire people in teams to surpass their collective individual capabilities. Explore how to put the innovative concepts and strategies of Emotional Intelligence to work in team settings. Learn approaches that intrinsically motivate teams to passionately share their energy and efforts to achieve a common goal.

Your Organization
Discover the power of Appreciative Inquiry, a proven approach to accelerating and sustaining organizational change by redirecting focus on core strengths.

Society
Together we will explore the role leaders have in the community at large, and, in turn, how their organizations are affected by various societal forces. Many executives find this transition one of the most challenging aspects of leadership.

IS IT RIGHT FOR YOU?

Leadership Deep Dive is right for those who...

Aspire to a C-suite, vice president, partner, or other key organizational role.

Head: the organization’s functional effort (e.g. finance, operations, marketing, information technology, human resources) or business division.

Hold a senior partner, managing director, or general manager position.

Plan to one day run a family business.

Lead a professional services firm, nonprofit organization, government agency, or educational institution.
Learn from Decades of Proven Research Conducted and Applied by World Renowned Weatherhead Faculty.

Dr. Boyatzis is a renowned best-selling author and researcher on Emotional Intelligence. His Intentional Change Theory and Complexity Theory predict how changes occur at the team, community, country, and global levels. Prior to his academic career, he was CEO of McBer and Company, a research HR consulting firm, for 11 years, and COO of Yankelovich, Skelly & White, a market research firm, for two years. He is the author of more than 140 articles on behavior change, leadership, competencies, and Emotional Intelligence.

Selected works: Primal Leadership: Realizing the Power of Emotional Intelligence (with Daniel Goleman and Annie McKee), published in 28 languages; Resonant Leadership: Renewing Yourself and Connecting with Others through Mindfulness, Hope, and Compassion (co-authored with Annie McKee), published in 18 languages.

Dr. Cooperrider created Appreciative Inquiry, a revolutionary methodology for achieving sustainable, desired, strength-based change, in collaboration with Ronald Fry, PhD, over 20 years ago. He has used the Appreciative Inquiry methodology to advance initiatives at various organizations including Hewlett-Packard, Parker Hannifin and the U.S. Navy. Cooperrider received ASTD’s highest award for “distinguished contribution to the field” of organizational learning in 2004. He was named by the Aspen Institute as the 2007 Faculty Pioneer for his impact in the field of sustainability.

Selected works: Handbook of Transformative Cooperation (with Sandy Piderit and Ronald Fry), The Organization Dimensions of Global Change (with Jane Dutton), Organizational Wisdom and Executive Courage (with Suresh Srinivasan), and the research series Advances in Appreciative Inquiry (co-edited with Michel Avital).

Dr. Smith’s research and teaching focus on leadership and Emotional Intelligence in the workplace, as well as social exchange relationships, social networks, and the development and use of human and social capital in organizations. He has worked with a number of organizations including Alcoa, Bendix, National City Corporation, Scottish Enterprise, and MD Anderson Cancer Center. Prior to completing his doctoral work, Smith spent over 15 years in a series of sales and marketing management and organization development positions with a number of Fortune 500 companies including IBM, Pepsi-Cola, and Heinz.

Selected works: “Social Capital and Intentional Change: Exploring the Role of Social Networks on Individual Change Efforts”, “Developing Sustainable Leaders through Coaching and Compassion” (with Richard Boyatzis and Nancy Blase), Making a Positive Impact through Emotionally Intelligent Leadership.

Faculty Director

Melvin Smith, PhD
Associate Professor, Organizational Behavior Faculty Director, Executive Education