

CXO Succession Development Paths

Integrated leadership development programs to accelerate succession readiness for your company's top roles

The transition into executive leadership represents a steep learning curve for potential successors. To be successful, these leaders must develop advanced capabilities aligned to their individual role, to the needs of the organization, and to shifting demands in the business environment.

This transition requires comprehensive leadership development that is flexible enough to meet leaders' individual needs and prescriptive enough to ensure that leaders develop the capabilities that the business and the market demand.

In partnership with top business school faculty, instructional design experts, and certified coaches, ExecOnline has designed integrated leadership development paths that combine executive coaching with applied learning and networking experiences that accelerate successor readiness.

Read on to discover sample development paths for successors to critical leadership roles in the C-Suite.

*ExecOnline's platform empowers users to customize leadership development paths using any combination of executive coaching and our 130+ certificate programs. The paths presented below are offered as illustrative examples.

Executive Coaching

Successors partner one-on-one with a dedicated coach to identify their unique strengths and challenges, align personal goals with business objectives, and take ownership of their future.

Faculty-led Programs

Structured three and six-week programs where Successors engage live with faculty, peers at other companies, and Coaches to discuss ways they can apply their learnings to on-the-job business initiatives.



Leadership in Action

Our best-in-class instructional design bridges the gap between theory and practical application with actionable, hands-on projects in every program.

On-Demand Programs

Always-on access to short three and four-hour programs help Successors hone new skills and provide resources to step up to the moments that matter.

Chief Executive Officer | Successor Development

Succession planning for a CEO role requires leadership development focused on **leadership identity, strategic decision-making, and stakeholder management** in order to make critical decisions



Successors begin by meeting with a carefully selected executive coach. Their coaching sessions aim to align their individual development goals with the organization's needs. Their coach will conduct regular sessions three to four times per month, guide them in choosing the best programs based on their goals, and workshop their projects with them.



Successors complete their first self-paced program and earn a certificate from a top business school



EXECUTIVE
EDUCATION

Establishing Your Ethical Leadership Identity

Influence with confidence & authority – without compromising your values

3-hour program



Sample project: Architect your ethical framework



Coaches provide live, in-depth feedback on assignments



Successors work with their coach to identify the next certificate program(s) that will accelerate their development of capabilities that are critical to succeed in their new role



Successors enroll in an immersive program to develop role-specific capabilities



Columbia Business School
Executive Education

Implementing Winning Strategies

Think systematically about strategy - from concepts, to thinking, to implementation. You will learn to develop a more strategic organization that aligns at all levels, and will create a plan tied to real business and financial impact.

6-week program



Sample project: Develop a strategic alignment plan



Coaches provide in-depth feedback and collaboration on assignments



Successors discuss challenges and successes while applying the action plan developed during the program



Successors enroll in a self-paced program to hone their skills related to a specific organizational challenge



EXECUTIVE
EDUCATION

Leveraging Machine Learning for Business

Learn to identify business challenges that can be solved by different types of AI

3-hour program



Sample project: Identify a data-based business challenge AI could help solve

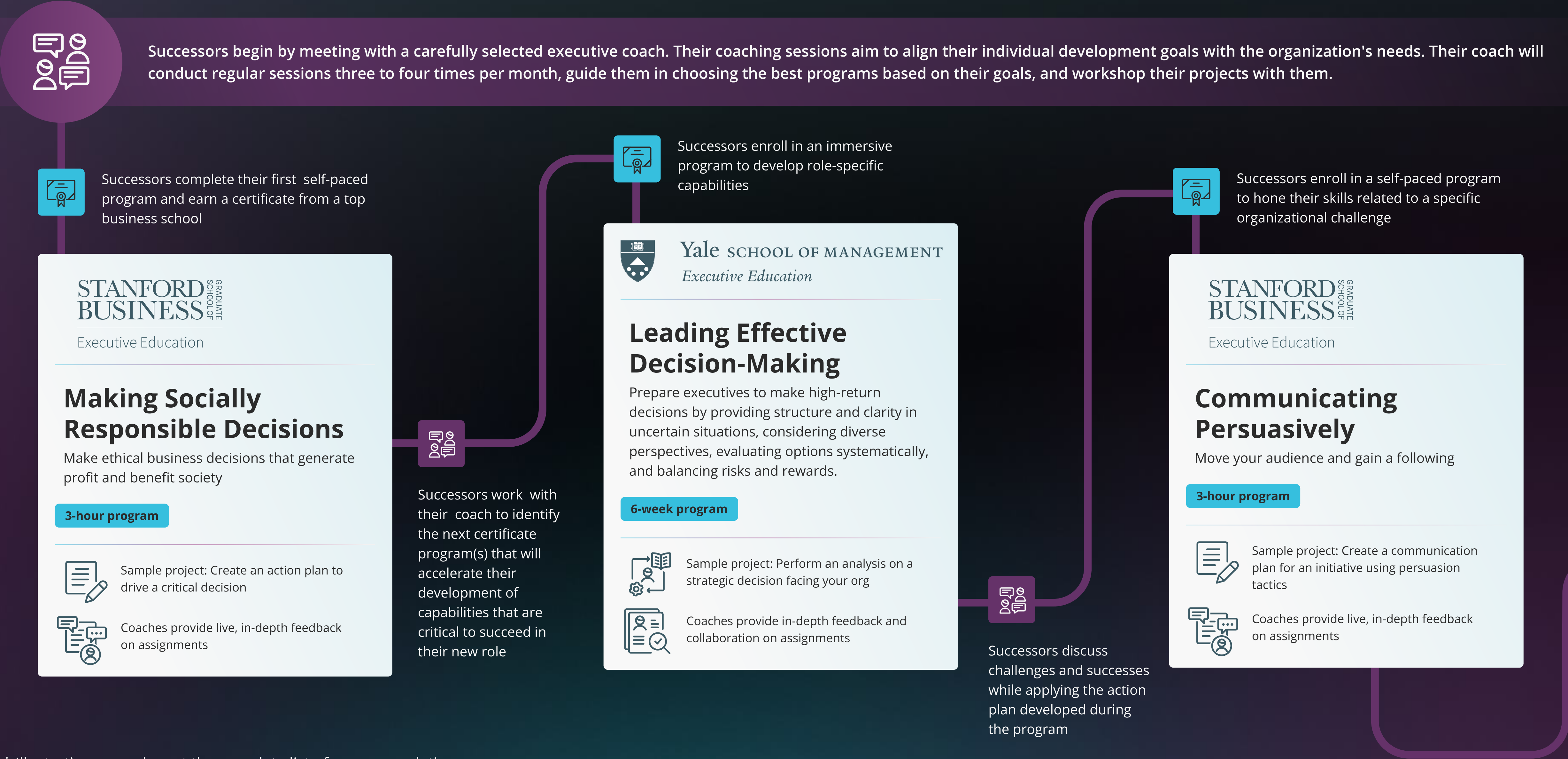


Coaches provide live, in-depth feedback on assignments

** Illustrative example, not the complete list of recommendations

Chief Financial Officer | Successor Development

Succession planning for a CFO role requires leadership development focused on **leadership identity**, **mitigating financial risks**, and **aligning financial decisions with overall business strategy**



** Illustrative example, not the complete list of recommendations

Chief Human Resources Officer | Successor Development

Succession planning for a CHRO role requires leadership development focused on **leadership identity** and **fostering an inclusive company culture**



Successors begin by meeting with a carefully selected executive coach. Their coaching sessions aim to align their individual development goals with the organization's needs. Their coach will conduct regular sessions three to four times per month, guide them in choosing the best programs based on their goals, and workshop their projects with them.



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Successors enroll in an immersive program to develop role-specific capabilities



CORPORATE EDUCATION

Leveraging Neuroscience for Team Performance & Impact

Apply cutting-edge techniques, and adopt the mindset needed to establish a sense of purpose, drive personal and team performance, and enhance team wellbeing. You will develop a plan to master adversity, thrive, and give your organization a market advantage.

6-week program



Sample project: Develop a “Wellness Workplan” to optimize performance on a particular workstream



Coaches provide in-depth feedback and collaboration on assignments



Successors discuss challenges and successes while applying the action plan developed during the program



Successors enroll in a self-paced program to hone their skills related to a specific organizational challenge



EXECUTIVE EDUCATION

Designing for Organizational Effectiveness

Retool your perspective and uncover new ways to achieve peak performance

3-hour program



Sample project: Create a proposal for a structural redesign of a project or team



Coaches provide live, in-depth feedback on assignments

** Illustrative example, not the complete list of recommendations

Chief Marketing Officer | Successor Development

Succession planning for a CMO role requires leadership development focused on **leadership identity** and **fostering innovative thinking towards growth**



Successors begin by meeting with a carefully selected executive coach. Their coaching sessions aim to align their individual development goals with the organization's needs. Their coach will conduct regular sessions three to four times per month, guide them in choosing the best programs based on their goals, and workshop their projects with them.



Successors complete their first self-paced program and earn a certificate from a top business school

STANFORD
BUSINESS

GRADUATE
SCHOOL OF

Executive Education

Making Socially Responsible Decisions

Make ethical business decisions that generate profit and benefit society

3-hour program

Sample project: Create an action plan to drive a critical decision

Coaches provide live, in-depth feedback on assignments



Successors work with their coach to identify the next certificate program(s) that will accelerate their development of capabilities that are critical to succeed in their new role



Successors enroll in an immersive program to develop role-specific capabilities

Wharton

Aresty Institute of Executive Education
UNIVERSITY OF PENNSYLVANIA

EXECUTIVE
EDUCATION

Leading Customer Centric Growth

Understand the needs of your high-valued customers, and attain higher profits and customer retention while delivering better experiences every step of the way. You will learn how to build a bench of customer-centric leaders to support robust, customer-centric growth within your business.

6-week program

Sample project: Create your customer-centric growth plan

Coaches provide in-depth feedback and collaboration on assignments



Successor discusses challenges and successes while applying the action plan developed during the program



Successors enroll in a self-paced program to hone their skills related to a specific organizational challenge

THINKERS
50

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Unlocking the Power in Each of Us

Reap the benefits of detecting, onboarding, and nurturing neurodivergent talent

3-hour program

Sample project: Use the "Onlyness Canvass" to define how your individual strengths will contribute to organizational goals

Coaches provide live, in-depth feedback on assignments

** Illustrative example, not the complete list of recommendations

Chief Operations Officer | Successor Development

Succession planning for a COO role requires leadership development focused on **leadership identity** and **leading cross-functional teams** in a global context



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Successors complete their first self-paced program and earn a certificate from a top business school



EXECUTIVE EDUCATION

Establishing Your Ethical Leadership Identity

Influence with confidence & authority – without compromising your values

3-hour program



Sample project: Architect your ethical framework



Coaches provide live, in-depth feedback on assignments



Successors work with their coach to identify the next certificate program(s) that will accelerate their development of capabilities that are critical to succeed in their new role



Successors enroll in an immersive program to develop role-specific capabilities



Yale SCHOOL OF MANAGEMENT
Executive Education

Leading & Managing Globally

Employ the proven practices that create winning strategies across geographically dispersed workforces. You'll learn to manage interdependence, use cultural decentering techniques, and achieve team integration within complex matrixed structures.

6-week program



Sample project: Develop your global management plan



Coaches provide in-depth feedback and collaboration on assignments



Successors discuss challenges and successes while applying the action plan developed during the program



Successors enroll in a self-paced program to hone their skills related to a specific organizational challenge



Think Like a Technologist

Discover shared language that bridges technical and non-technical groups

3-hour program



Sample project: Use "Algorithmic Business Thinking" to solve a problem

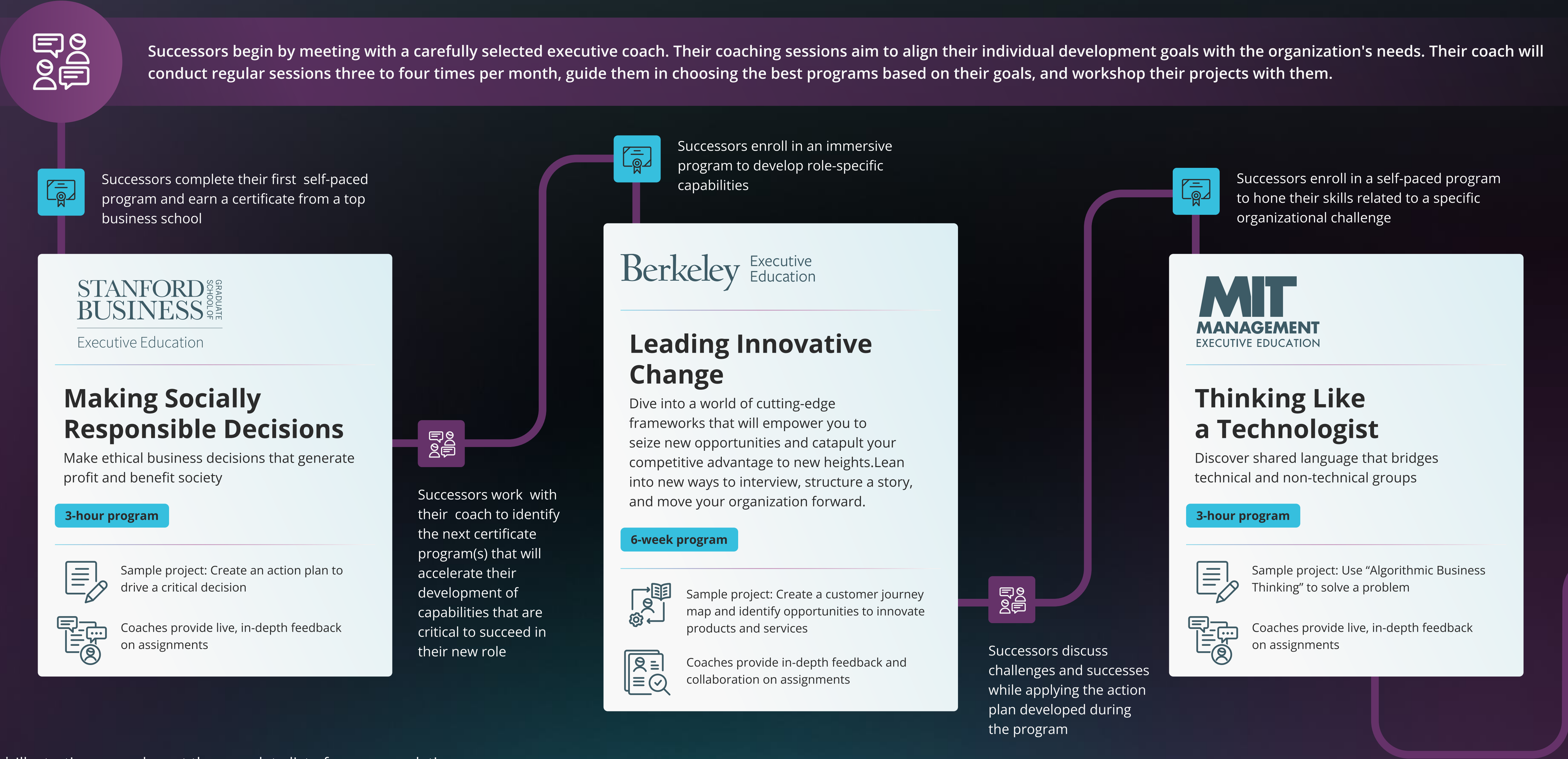


Coaches provide live, in-depth feedback on assignments

** Illustrative example, not the complete list of recommendations

Chief Product Officer | Successor Development

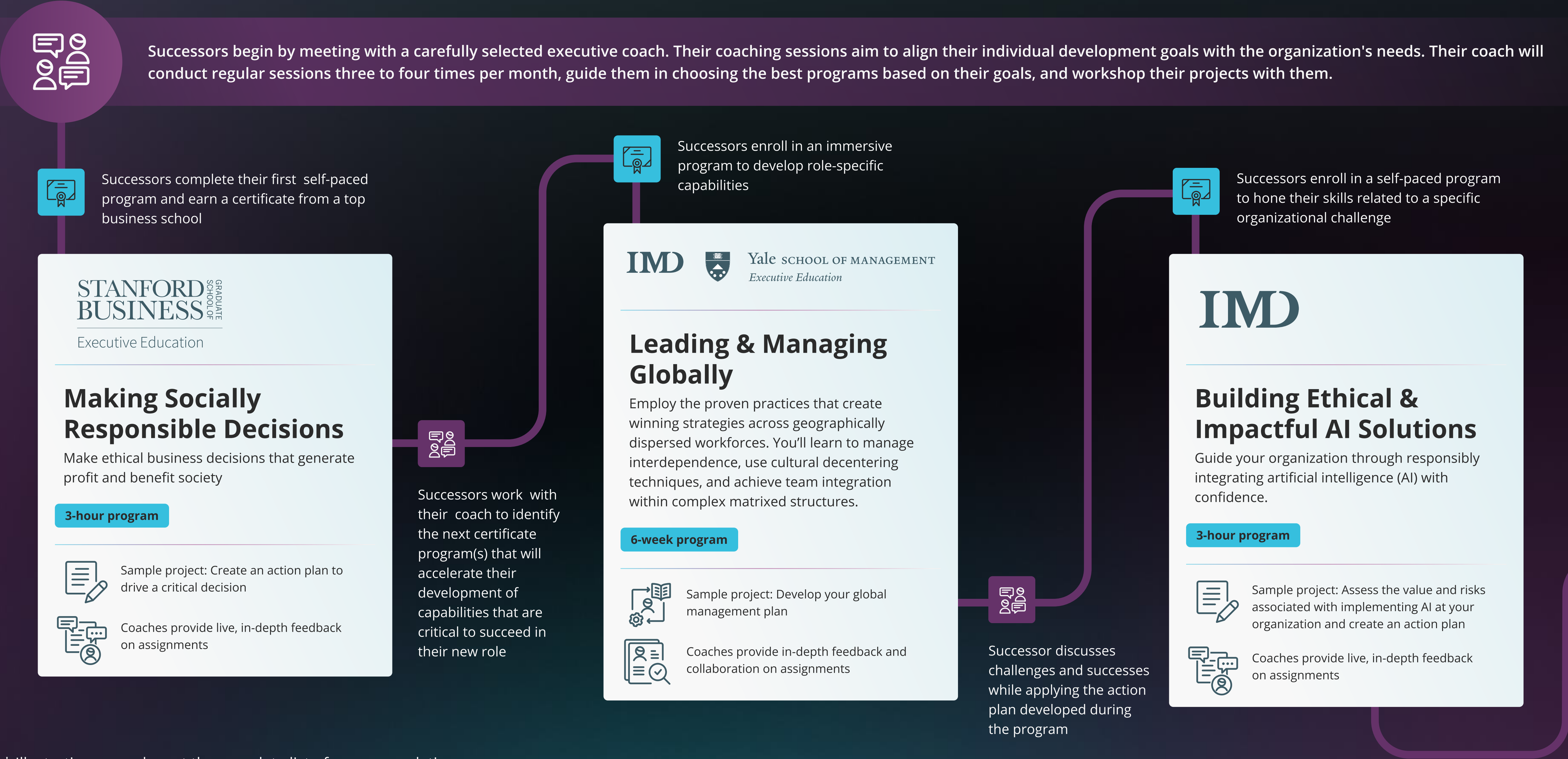
Succession planning for a CPO role requires leadership development focused on **leadership identity and fostering a culture of inclusive innovation.**



** Illustrative example, not the complete list of recommendations

Chief Technology Officer | Successor Development

Succession planning for a CTO role requires leadership development focused on **leadership identity and staying abreast of technological advancements**



** Illustrative example, not the complete list of recommendations

About ExecOnline

Through flexible learning and coaching solutions, ExecOnline empowers organizations to develop exceptional leaders at every level.

We partner with the world's top business schools, management experts, and coaches to create leadership development programs that drive impact.

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Berkeley Executive Education

Columbia Business School Executive Education

Duke CORPORATE EDUCATION

THINKERS
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IMD

IVEY Business School
WESTERN UNIVERSITY • CANADA

MIT MANAGEMENT EXECUTIVE EDUCATION

STANFORD BUSINESS Graduate School of Business
Executive Education

TUCK EXECUTIVE EDUCATION AT DARTMOUTH

UVA DARDEN EXECUTIVE EDUCATION & LIFELONG LEARNING

Wharton EXECUTIVE EDUCATION
University of Pennsylvania

Yale SCHOOL OF MANAGEMENT Executive Education

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