

# ACHIEVING MANAGERIAL EXCELLENCE PROGRAM (AME)

SOFT SKILLS FOR BUSINESS TO DRIVE CHANGE, PERFORMANCE AND COLLABORATION

The CEDEP AME is a fully immersive 9-day program designed for managers and functional leaders who want to amplify their impact. In today's interconnected and competitive world, expertise alone is not enough — leaders must think beyond their function, build enterprise-wide perspectives, and collaborate across boundaries to drive results. Connecting with stakeholders beyond their functional specialty is vital to gain support for new ideas and execute them successfully. This is where soft skills for business become essential.

Through a unique blend of learning and practice, participants develop the soft skills needed to engage stakeholders, gain support for new ideas, and turn them into action. A centerpiece of the program is the real-world business challenge project, where participants apply their learnings directly to their own organizational context. This hands-on approach ensures they leave with not only stronger skills, but also practical solutions to pressing challenges — preparing them to lead and collaborate in today's volatile, high-pressure environment.

## LEARNING OBJECTIVES

The AME equips participants with the soft skills necessary to make the shift from doing things themselves, to getting things done with and through others. The program will enable participants to:

- **Deepen their self-awareness and overcome personal barriers** to deal more effectively with challenging leadership situations.
- **Collaborate seamlessly across functions, cultures, and geographies** by turning cultural and generational differences into drivers of efficiency and innovation.
- **Return to work re-energized with fresh ideas**, equipped with the skills and confidence to inspire teams, elevate performance, and create meaningful impact across the organization.
- **Apply program learnings and insights to their own real life business challenge** and create a comprehensive and actionable strategy for implementation within their organization.
- **Creates the context for change by** strengthening participants' emotional intelligence, active listening, and powerful questioning to break down barriers, raise self-awareness, and turn ideas into action.
- **Navigates the corporate landscape effectively** by learning how to influence without authority, gain buy-in from diverse stakeholders, and build networks that enhance leadership capacity across functions and cultures.
- **Thrive in a digital, diverse, and complex world** by experimenting with new approaches and technologies, including AI, to make better decisions and drive progress in uncertain environments.
- **Lead with presence and resilience.** Participants develop communication, performance, and self-care practices to inspire teams, manage conflict, and sustain leadership impact under pressure.

## AT A GLANCE

### SET UP

Can be experienced two ways:

#### MULTI-COMPANY PROGRAM

Share insights, experiences and knowledge with other companies across varied industries.

#### CUSTOM PROGRAM

Highly personalised solution based on your culture, current business challenges and strategic issues.

### IDEAL FOR

- Managers and functional leaders whose success depends on connecting and engaging people and teams
- Leaders working across functions, cultures, regions, and generations
- Those responsible for implementing key initiatives within their organization
- High-potential managers with on-the-job experience, ready to expand horizons and take on greater responsibility
- Emerging leaders prepared to break down silos and lead larger, transversal teams.

### FORMAT

In-person on CEDEP campus at Châteaufort, Céty-en-Bière, France.

### DURATION

9 days

### PROGRAM DIRECTOR



**Nana von BERNUTH**  
Adjunct Professor of Organizational Behaviour & business coach at INSEAD. Her passion lies in helping participants transform learnings into actions.

### TUITION FEES

€13,200  
Board & Accommodation  
(excl. taxes) €2,700

## PROGRAM AGENDA

WEEK 1				
<b>WAKE UP CALL</b> Replacing your brain with a new one. + <b>INSIGHT FAIR</b> Exploring business challenges	<b>BALANCING PEOPLE AND PERFORMANCE</b> Experiential Learning + <b>BALANCING EQ &amp; IQ</b> Emotional Intelligence	<b>GROUP COACHING</b> Is it me or the context?	<b>GETTING THINGS DONE WITHOUT FORMAL AUTHORITY</b> Leading Change + <b>LEADING ACROSS CULTURES &amp; GENERATIONS</b> Bridging the gap	<b>DEVELOPING PEOPLE &amp; PERFORMANCE</b> Rising to the challenge + <b>ALLOCATING TIME</b> Revisiting Priorities
WEEK 2				
<b>THE POWER OF NETWORKS</b> Building and Maintaining Relationships + <b>SENSE MAKING IN COMPLEXITY</b> Missing Puzzle Pieces	<b>HUMAN AI TEAMING</b> Leadership at the Interface + <b>DISCOVERY THINKING</b> Exploring Options	<b>COMMUNICATION</b> Impact, Influence, and inspiring through story	<b>RESILIENCE, ENERGY &amp; STRESS MANAGEMENT</b> Striking a balance	

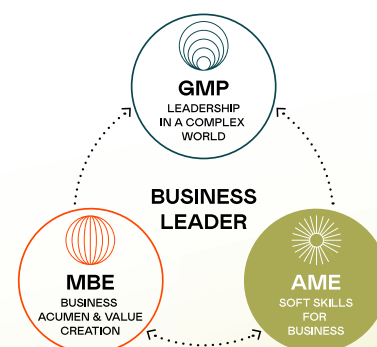
## PROGRAM APPROACH

The AME program takes a hands-on, experiential approach that builds the mindset, skills, and confidence to lead with impact in today's complex business environment.

Before the program begins, participants have calls with the program directors to discuss their business challenges.

Then over nine intensive days, participants bring their live challenge from their organization and work through it with peers, faculty, and experts. Through a mix of individual reflection, simulations, group dialogue, experiential exercises with AI, coaching sessions, and cross-functional collaboration, participants strengthen self-awareness, expand their influence, and develop actionable solutions they can immediately apply in their professional context.

The program fosters a safe yet challenging environment that pushes leaders to think critically, embrace collective intelligence, and create meaningful impact in their organizations.



**THE CEDEP AME IS ONE OF OUR THREE FLAGSHIP PROGRAMS,** which are designed to complement each other or can be taken individually.



CEDEP is a not-for-profit executive education club that empowers leaders to navigate an ever-changing business world and shape organizations for more sustainable and positive impact. In collaboration with our global ecosystem of members, clients, faculty, and industry experts, we co-design transformational leadership development programs that provide a unique space to challenge conventions, collaborate, and succeed together.

For more information  
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