

# Best in Leadership Development

Here are the top LD programs for 2007.



by Ken Shelton

FOR 24 YEARS, WE'VE BEEN dedicated to leadership development (LD).

This year we connected with over 1,000 organizations to determine the best LD programs and practices based on seven criteria: **1. Vision/mission.** Are these statements linked to strategy, meaningful to participants, and focused on target outcomes? **2. Involvement and participation.** How broad is the involvement and how deep the participation? **3. Measurement and accountability.** What ROI measures are made and reported and to what degree is accountability for performance and results part of the program? **4. Design, content, and curriculum.** How well designed is the program? How credible is the content? How relevant is the curriculum? How customized is the program? **5. Presenters, presentations, and delivery.** What are the qualifications of

the presenters, how effective are their presentations, and how is the program delivered? **6. Take-home value.** What do participants take away and apply to improve themselves, their families, their teams, and their volunteer work? **7. Outreach.** What is the impact of the program on stakeholders?

Before listing this year's winners, I confess a few biases and beliefs: Many people in this field don't belong (they know next to nothing about authentic leadership). Everything (and the kitchen sink) is now packaged under LD (to make it easier to sell internally?). Everybody (and their dog) is now ranking top LD programs (usually as a marketing ploy). Management is getting short shrift. "Legacy" presenters and their companies are slipping. Great LD programs benefit all stakeholders, cultivate loyalty and longevity, and inspire service, even sacrifice.

We rated the best LD programs in seven categories (my apologies in advance for all deserving people and programs omitted):

#### Small to midsize organizations

1. InsureMe
2. Triage Consulting Group
3. Success Factors
4. Carnival Cruise Lines
5. Analytical Graphics
6. Genecor International
7. Wieland (Homes) University
8. Americredit Financial Services
9. Equity Residential
10. Johnson Controls
11. Carilion Health System
12. Simonton Windows
13. Pike Place Fish Market
14. Plante & Moran
15. Acuity (Mutual Insurance Co.)
16. Pacific Service Credit Union
17. Stew Leonard's
18. Republic Bancorp
19. Container Store
20. Wiley & Sons

Many small companies have impressive leadership development but lack formal programs

#### Large organizations

1. General Electric
2. Southwest Airlines
3. Procter & Gamble
4. Caltech University
5. Capital One
6. Boeing
7. Yahoo
8. Countrywide Financial
9. Qualcomm
10. Motorola University
11. General Motors University
12. Wachovia Corp.
13. Fed Ex/ELI
14. Microsoft
15. IBM
16. Colgate Palmolive
17. Ikea US

18. Pfizer
19. Ritz-Carlton Hotels
20. Dow Leadership Institute
21. Jet Blue Airlines
22. McDonald's
23. Disney Institute
24. Best Buy
25. Home Depot

#### Education/universities/schools of management and business

1. Univ. of Michigan/Ross
2. Center for Public Leadership, JFK School of Government, Harvard
3. Univ. of Chicago/ GSB/Leadership
4. UCLA/Anderson
5. USC/Marshall/CEO
6. Northwestern/Kellogg
7. Pennsylvania/Wharton
8. MIT/Sloan
9. Harvard Business School
10. Duke/Fuqua
11. Ball State Univ.
12. Emory Univ.
13. Utah Valley Univ./CAL
14. Vanderbilt/Org. LD
15. University of Minnesota/ SOM
16. Bellevue Univ.
17. Yale Leadership Institute
18. Stanford/ GSB Leadership
19. Gonzaga/Leadership
20. Pepperdine/Graziadio/SBM
21. Carnegie Mellon/Tepper/Leadership

#### Non-profit organizations

1. ASTD
2. SHRM
3. ISPI
4. NYC Leadership Academy
5. Conference Board
6. HR.Com
7. Baptist Leadership Institute
8. Girl Scouts/Boy Scouts
9. Leader to Leader Institute

10. ASQ
11. HCI
12. Berkana Institute
13. Manchester Bidwell
14. Carilion Health Systems
15. Healthcare Businesswomen Assoc.
16. LDS Church/ BYU/Marriott
17. SoL
18. Leadership Wabash Valley
19. Griffin Hospital
20. Anasazi Foundation
21. Addison Avenue Fed. Credit Union

#### Government/military

1. Defense Acquisition University
2. U.S. Air Force Academy
3. FBI Academy
4. U.S. Navy Naval Academy
5. U.S. Marine Academy
6. U.S. Army Westpoint
7. U.S. Army Rangers
8. Baldrige Award
9. Coast Guard
10. U.S. National Guard
11. National Defense University
12. U.S. Tactical/Seals
13. Naval Undersea Warfare Center
14. FBI

#### Consultants/trainers/coaches

1. Zenger/Folkman
2. Goldsmith/Katzenbach Partners
3. Marcus Buckingham Company
4. Jim Collins
5. Human Performance Institute
6. Leadersource
7. Lebow Company
8. Synthesis Consulting
9. Tom Peters Company
10. Bluepoint Leadership
11. Strategos
12. Ninth House
13. Josh Bersht & Assoc.
14. Maxcomm

15. Liminal Group
16. Guttman Dev. Strategies
17. Table Group
18. Leadership Excellence
19. Interaction Associates
20. Authentic Leadership Institute
21. Leadership Development Services
22. Adizes Institute
23. Leadership Research Institute
24. Chip Bell Group
25. Cornerstone Leadership Institute
26. iLeadUSA

#### Large consulting groups

1. Linkage/GILD
2. Results-Based Leadership
3. Center for Creative Leadership
4. HSM/World Business Forum
5. Senn-Delaney Leadership
6. IQPC Corporate University
7. Vital Smarts
8. Accenture
9. Lee Hecht Harrison
10. DOI
11. Adizes Institute
12. Richard Chang & Assoc.
13. Dialogos
14. Pacific Institute
15. Booz Allen Hamilton
16. Hewitt Assoc.
17. Plante & Moran
18. Blessing/White
19. Franklin-Covey
20. Crowe Chizek & Co.
21. Hewitt Leadership Consulting
22. Forum Leadership Development
23. Personnel Decisions Int'l. (PDI)
24. Achieve Global
25. Lore International Institute

Please visit [www.LeaderExcel.com](http://www.LeaderExcel.com) for more on Best Leadership Development Programs, Principles, Practices, and Presenters. LE

Subscription and Renewal Rates  
\$129 annual (12 issues)  
\$199 two years (24 issues)  
\$279 three years (36 issues)  
(Canadian/foreign add \$40 U.S. postage per year.)

Corporate Bulk Rates (to same address)  
\$109 each for 6 to 25  
\$99 each for 26 to 99  
Call for rates on more than 100 copies:  
1-877-250-1983  
Back Issues: \$10.00 each  
Fax (one article): \$8.00

Leadership Excellence (ISSN 8756-2308), published monthly by Executive Excellence Publishing, 1806 North 1120 West, Provo, UT 84604.

Article Reprints:  
For reprints of 100 or more, please contact the editorial department at 801-375-4060 or send email to [editorial@eep.com](mailto:editorial@eep.com).

Internet Address: <http://www.eep.com>

Editorial Purpose:  
Our mission is to promote personal and organizational leadership based on constructive values, sound ethics, and timeless principles.

Editorial:  
All correspondence, articles, letters, and requests to reprint articles should be sent to: Editorial Department, Executive Excellence, 1806 North 1120 West, Provo, Utah 84604; 801-375-4060, or [editorial@eep.com](mailto:editorial@eep.com)

Contributing Editors:  
Chip Bell, Danna Booher, Kevin Crutman, Jim Loefer, Nann Smallwood, Joel Barker, Joseph Grenny, Jim Kouzes

Executive Excellence Publishing:  
Ken Shelton, Editor-in-Chief, CEO  
Sean Beck, Circulation Manager  
Goff Pace, Sales Manager  
Allan Jensen, Chief Information Officer

The table of contents art is a detail from *On the Edge* (image cropped) © Daniel Smith, and is courtesy of the artist and art print publisher Greenwich Workshop.

For additional information on artwork by Daniel Smith, please contact: Greenwich Workshop, 151 Main Street, Seymour, CT 06483, 1-800-243-4246, [www.greenwichworkshop.com](http://www.greenwichworkshop.com)

Full view of cover art



Copyright © 2007 Executive Excellence Publishing. No part of this publication may be reproduced or transmitted without written permission from the publisher. Quotations must be credited.

Executive  
Excellence  
Publishing