Program description

Leaders are challenged every day to make fast-paced decisions while navigating a complex business landscape. To succeed, they must:

- Continuously upskill their business acumen
- Acquire and hone new leadership skills
- Cultivate agile mindsets
- Synthesize ever-expanding data and information about their business to make critical business decisions
- Deliver innovation and sustainable profitability

Wharton Interactive's Advanced Strategy and Leadership Program supports leaders on this journey.

The Program aims to teach critical skills needed to compete in changing business environments, where team, organization, and data-driven leadership capabilities are the keys to success. Through personal and team journeys and ongoing coaching and application sessions, participants will explore and gain experience in building and leading teams, conducting strategic business experiments, and practice strategies for countering common team pitfalls and increasing their team's collective intelligence.

Designed for mastery, this learner-centric Program gives participants the opportunity to hone their skills in a series of experiential courses; participants will practice key skills, reflect on their practice, and build durable, transferable leadership skills, providing a pathway to continued success. Moving through a series of modules, participants will work individually and in teams as they play various roles, make decisions, and grapple with challenges that push them out of their comfort zone.

Throughout the Program, participants will amass a personal knowledge library, including critical takeaway documents addressing and building on key concepts.

Program alumni will join an alumni discord channel I where they can stay connected, share ideas, and collaborate with community members. As part of this community, members will have early access to new program and course offerings and can join live events with featured experts.

Structure and Sequence

The Program begins with a Keynote Introduction to the Course by Wharton Professor Ethan Mollick and a Coaching Session, setting participants up for success as they begin their journey in this Program.

The Program consists of 5 Modules culminating in a capstone experience and workshop. Each Module is a stepping-stone to the next one. Participants take part in a learning journey, experiencing each concept multiple times and through a variety of lenses. Ideas introduced in one Module are explored in the next one. The capstone pulls together concepts explored in previous modules and helps participants think through how to apply their newly acquired knowledge.

Each Course experience includes personalized instruction and adaptive feedback. We recognize that participant experiences and learning levels differ, and we designed each experience to benchmark performance, break down conceptual bottlenecks, and allow every participant to develop critical skills.

Each of the 5 Modules have been designed as a combination of the following: an Experience Lab, a Debrief Session, a Wharton Professor Video Integration Session, and a Coaching & Application Session moderated by Wharton experts:

- Experience Labs are experiential learning sessions in which participants are challenged to practice critical lessons by making increasingly consequential decisions that change their personal and team stories. *Participants complete additional assignments following each module to help them articulate and integrate module ideas.*

- Debriefs pull together the experience's lessons and help participants hone in on key concepts.

- Video Integration Sessions prepare participants for upcoming experiences and highlight important lessons.

- Coaching & Application Sessions serve as metacognitive learning experiences in which participants reflect on their journey, create action plans for how they will bring critical learnings from the module back to their role, and build their leadership toolbox.

Program Outline

* Classes are delivered online and synchronously each week

Module	Description	Class Schedule* (90 minutes/week)	Homework
1	**Program Introduction** Professor Ethan Mollick This module kicks off the program learning journey and includes an icebreaker exercise, a program overview, and a discussion of the Program's goals.	Week 1: Saturday, November 4th Class Meets 6:00 pm – 7:30 pm IST	1 hour
2	**Organization Leadership and Innovation Module** Experience Lab: Organization Leadership and Innovation Course Experience • Analyzing business opportunities • Conducting business experiments • Pitching and selling your ideas • Market entry strategy, including customer selection • Negotiating with key stakeholders	Week 2 – Week 9 Class meets from 6:00 pm – 7:30 pm IST • November 18th • December 2nd • December 9th • December 16th • January 6th • January 13th • January 20th • January 27th	1 hour/week

Module	Description	Class Schedule* (90 minutes/week)	Homework
3	**Data-driven Leadership Module** 2 classes, including a module debrief. Experience Lab: Machine Learning for Business Decisions • Gain hands-on experience with Machine Learning • Conduct Exploratory Data Analysis • Build, train, test, and evaluate machine learning models (using XGBoost) • Lean on business reasoning to increase model performance through feature engineering • Use your persuasion skills to convince key stakeholders of your approach	Week 10 – Week 11 Class meets from 6:00 pm – 7:30 pm IST • February 3rd • February 10th	1 hour/week
4	**Building and Leading Teams Module** 2 classes, including a live coaching and integration session	Week 12 – Week 14 Class meets from 6:00 pm – 7:30 pm IST • February 24th • March 2nd • March 9th	1 hour/week

Module	Description	Class Schedule* (90 minutes/week)	Homework
5	**Capstone Module** 3 classes Experience Lab: The Saturn Parable • Building collective intelligence on teams • Strategic experimentation including hypothesis testing • Ambidexterity and planning for the future while executing today • Frameworks for strategic competition and cooperation • Goal setting, goal communication, and delegation • Motivating organizational change • Managing organizational conflict • Managing Process loss	Week 15 – Week 17 Class meets from 6:00 pm – 7:30 pm IST • March 23rd • March 30th • April 6th Includes a **Final Integration Program Workshop** which will pull together all of the concepts of the Program and provide guidance as leaders prepare to apply their new expertise beyond the Program.	1 hour/week

Program Duration: 6 months, 50 hours

Program objectives

Learning objectives:

- Personal leadership ability: inspiring a team, avoiding team pitfalls, and achieving consensus
- Promoting Collective intelligence on teams: increasing team performance with psychological safety, coordination, motivation, and organization
- Building continuous improvement through chartering, closed-loop communication, after-action discussions
- Organizational leadership skills, including goal setting, goal communication, and delegation
- Understanding the sources of strategic advantages and weaknesses
- Growing and sustaining corporate innovation
- Motivating organizational change and managing organizational conflict

- Strategic Leadership skills, including strategic experimentation, data gathering, hypothesis testing, pivoting
- Ambidexterity and planning for the future while executing today
- Frameworks for strategic competition and cooperation
- Financing an internal venture: cash flow, sources of capital
- Negotiations: establishing positions, analyzing bargaining power, conducting high-stakes negotiations
- Pitching and persuasion: pitching new ideas and persuading stakeholders of the value of your business concept
- Convert data into insights by understanding the questions to ask, the limits of the data, and the stories the data tells
- Understand how to deploy quantitative solutions to make real-time decisions that drive measurable improvement
- Building quantitative models and Machine Learning solutions to predict the future and make critical business decisions

Practice objectives:

- Leading and building a series of successful teams
- Leading during a time of uncertainty and change
- Persuading stakeholders in their analysis and strategy
- Gain hands-on experience in maximizing your firm's competitive advantage

- Practicing gathering and evaluating data
- Address strategic uncertainty through experimentation
- Experiencing the types of data that are generated by business experiments: surveys, market tests, and interviews
- Engaging with critical stakeholders in high-stakes settings: managers, customers, and employees
- Navigating through common points of failure for internal ventures: team conflict, scaling, and process loss
- Making decisions based on quantitative analysis using Machine Learning models

Thinking objectives:

- Analytical thinking: the ability to analyze and frame problems
- Learning orientation; develop a proactive learning mindset and a habit of questioning assumptions through rigorous testing
- Innovative thinking; develop the ability to improvise and address business problems and translate data into practice
- Analytical thinking: the ability to analyze and frame problems
- Perspective-taking: the ability to analyze a problem through a variety of different lenses
- Self-monitoring and metacognition
- Self-efficacy and the confidence to accomplish leadership challenges

Requirements

The Program is a 6-month long experience in which participants are required to engage actively and help create a supportive learning environment. Participants will explore new topics, try new roles, and question their assumptions, building a repertoire of examples and understandings to use beyond the Program.