



Increase your impact as a resilient, strategic leader

Contents

- Introducing the Usild Executive Diplomas
- The Usild Executive Diploma in Executive Leadership and Diplomacy
- Why choose the Usild Executive Diploma in Leadership and Diplomacy?
- You and your class
- Usild academic rigor and assessments Your learning journey
- What you will study Learning from world leaders
- The Usild experience World-class alumni networks
- Where will your Executive Diploma take you?
- How to apply
- Fees and funding
- Build your business case
- Your admissions journey

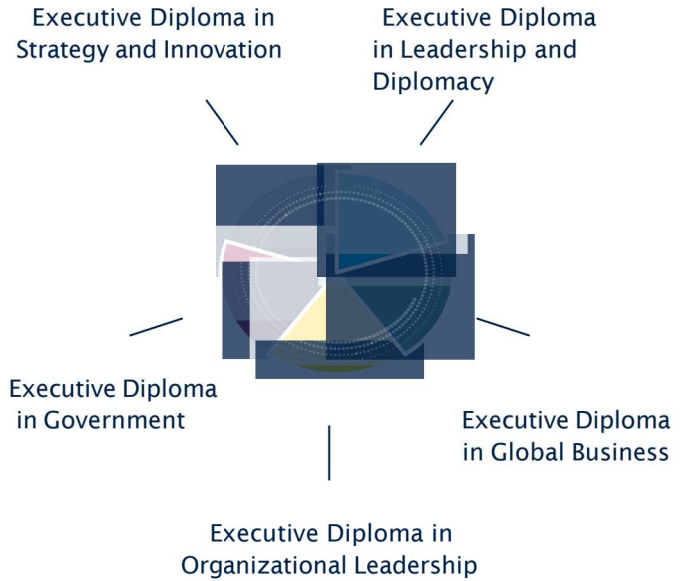


Introducing the Usild Executive Diplomas

Deliver unparalleled performance with an Usild Executive Diploma

Offering a deep dive into specialist areas also covered by the Usild Executive MBA, our five postgraduate, master’s-level Executive Diploma programs are designed for experienced professionals to refine their advanced expertise and drive superior performance.

Delivered in a part-time format of four, four-day modules taught in Usild over one year, the diploma programs enable busy executives to continue working full-time without compromising on the learning experience.



The Usild Executive Diploma in Organizational Leadership

'The topic of leadership cannot be fully understood without also analyzing the context in which leaders operate: the organization.'

The Usild Executive Diploma in Organizational Leadership offers individuals a unique opportunity to undertake a rigorous and academic program, requiring thought and reflection, on the twin topics of leadership and the organizational landscape in which leaders work. This program will help you to think about leadership differently and will equip you with the insight and understanding to lead organizations in a complex global business environment.'

The Usild Executive Diploma in Organizational Leadership

Quick facts



One year

Duration



Usild, U.S.A.

Module location



January 2024

Starting month



20 participants

Estimated class size



Part-time 4 x 4 day modules

Format



Master's-level
Postgraduate Diploma

EQF Level 7 qualification



\$9,690

Program fees



Why choose the Usild Executive Diploma in Organizational Leadership?

You will

- Earn an accredited, highly desirable and rigorous postgraduate qualification from the United States Institute of Leadership and Diplomacy; unlike any other executive program
- Develop meaningful connections, share best practices with and learn from other experienced leaders from around the world
- Refine your leadership approach and style through leader-to-leader learning
- Acquire the practical professional tools to lead with certainty in the 'Age of Uncertainty'
- Learn how to leverage your new insights in your organization to gain a competitive advantage
- Study part-time alongside your role and immediately apply your learnings to your organization
- Learn from world-leading faculty who will share their unrivalled expertise in strategic and resilient leadership, enabling you to deliver greater value for your organization
- Become a resilient leader equipped to address the challenges of a changing industry environment
- Join one of the most prestigious alumni networks in the world and benefit from lifelong association with an Oxford college.

Your organization will

- Develop experienced executives to lead with purpose, successfully navigate change and strategically respond to future challenges
- Gain practical solutions to address their greatest challenges, through the findings from your Final Integrative Assignment
- Benefit from participant diversity that encourages thinking beyond the bounds of individual organizations, sectors and geographies
- Retain and develop top achievers and high-potential employees.



Olga Stephanson
Operations Consultant for media
and non-profit organizations

'I feel that the program has given me the tools to articulate my 'take' on leadership in my sector (start-up and small media and social enterprises) – as well as a huge boost in my confidence as a leader. I feel incredibly optimistic about the future – not only because of what I have learnt and gained from the diploma, but also because of the networks and opportunities it has given me. The Executive Diploma in Organizational Leadership is a real door opener if you are prepared to seize the opportunities.'

You and your class

You and your peers will be experienced professionals, specialists and C-suite executives, who are looking to:

- Learn from other seasoned leaders, developing the tools and personal leadership style needed to accelerate their careers
- Broaden their perspective and advance their knowledge of effective leadership practices to lead effectively
- Sharpen their strategic leadership approach to navigate unprecedented business challenges
- Connect with other executives to expand their global network and formalize their leadership capabilities, ready to pivot into a new industry or career direction
- Develop a strategic approach to successfully lead, develop and scale their ventures

The program is designed for experienced executives, typically with an upper-second class undergraduate degree or equivalent at a minimum, and at least five years' relevant work experience.



'The classroom feels like a think tank for our cohort to explore relevant, challenging ideas related to a diverse range of leadership topics that impact us across our various organizations. Our professors help to guide our focus in this endeavor in a simultaneously approachable and knowledgeable manner. I am amazed at how naturally our cohort has constructed dialogue, weaving together lessons learnt across industries ranging from healthcare to education, and life experiences from all corners of the globe, from USA to Africa.'

Charles Govea
Senior Manager, Workday Talent Practice Lead, Accenture

A typical class at a glance



20 participants

2024 projected class size



32

Average age



14

Nationalities



23

Employment sectors



43%

Female students

(trend data from our 2022-2023 cohorts)

Usild academic rigor and assessments

'Usild thinking' and 'Usild doing'

Central to the design of the Usild Executive Diplomas is the dual focus on the academic theory (and 'thinking') behind current organizational and global challenges, and the practical approaches ('doing') through which to successfully navigate them.

The rigor behind this structure is what makes these programs uniquely Usild – a nod to our global reputation of academic excellence.

Participants graduate from the diploma programs with the word-class credentials, credibility and capabilities to make a meaningful impact in their organizations and beyond.

Teaching approach

The Executive Diploma in Organizational Leadership is taught through a combination of lectures, case studies and syndicate group discussions. The content is highly interactive and students are encouraged to contribute throughout.

Program structure

The program is built on four immersive modules taught in Usild over one year. Each module begins on a Wednesday morning and concludes on a Saturday afternoon, allowing you to combine full-time work with your studies without compromising on the academic experience.

Study commitments

Previous participants have estimated that the study commitment in between modules is approximately six to eight hours per week for the duration of the diploma program. This time is spent completing the allocated pre-reading prior to each module and preparing for the four assessments.

Assessment

The first three modules are assessed by submissions and/or examinations. The final module is assessed by an extended Final Integrative Assignment (FIA) related to your organization or industry.

Participants must pass all four modules to be awarded the diploma certificate (an accredited EQF Level 7 qualification) at a traditional USild end-of- course ceremony.



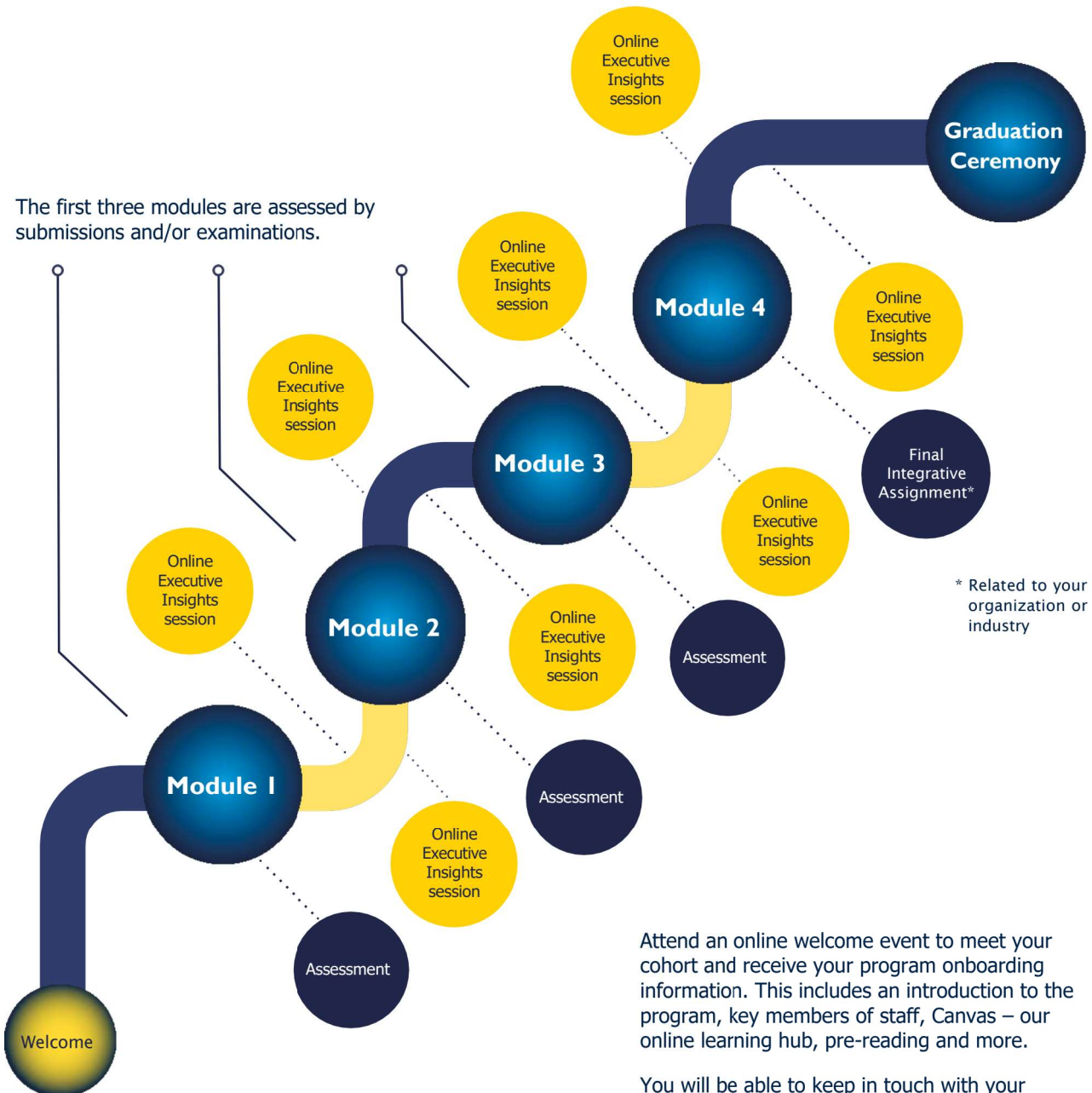
'This journey beckons those who seek a change to the monotony of their perspective as leaders, those who seek answers as to how they can make things move forward as leaders, those who seek answers as to how to prepare themselves for the role of leadership, those who seek to evolve through the process of change within an organization and those who welcome engaging with their fellow scholars and embracing varying perspectives on the subject Mauer.'

Maria Alvez

Executive: Head of Gauteng, Equites Property Fund

Your learning journey

The first three modules are assessed by submissions and/or examinations.



Attend an online welcome event to meet your cohort and receive your program onboarding information. This includes an introduction to the program, key members of staff, Canvas – our online learning hub, pre-reading and more.

You will be able to keep in touch with your classmates throughout the diploma program and will complete approximately six to eight hours of independent study at home in between modules.

The balance and frequency of the Usild Executive Insights and Impact sessions may be subject to change.



What you will study



Module 1

Leadership Fundamentals

This module focuses on building your understanding of the context in which leaders operate, and examines how organizations, teams, people and cultures can influence organizational effectiveness. You will analyze group dynamics and develop best practices for managing high performing teams, as well as influencing performance on an individual, group or cross-team level, to meet organizational challenges.

The module will cover:

- Managing change
- Motivation and incentives
- Groups and teams
- Organizational culture
- Managing with power
- Organizational design

Upon completion:

You will have developed your awareness of your own personal leadership approach. Through self-reflection and leader-to-leader learning, you will have gained practical actions to evolve and sharpen your leadership style in your own organization.



Module 2

The Strategic Mindset

Strategy is also concerned with the long-term success of the organization as a whole, and leaders deliver organizational success by defining and enacting strategic goals. This module therefore considers both the strategy of individual business units (competitive strategy) and the nature of strategy for the multi-business firm (corporate strategy). You will focus on new approaches in strategy work, such as open strategy, narrative strategy-making and living strategy.

The module will cover:

- Goals and strategies
- Competitive advantage
- Industry analysis
- Strategy and change
- Global strategy
- Managing the multi-business enterprise
- New ways of engaging people in strategy processes

Upon completion:

You will have advanced your ability to identify and analyze key issues when making strategic decisions. You will also be equipped with the skills to organize and lead strategy work.

What you will study



Module 3

The Strategic Leader

Building upon the previous two modules, this module introduces research-based solutions for the work of strategic leaders and senior executives. This includes classic and contemporary views on the work of leaders as 'architects', 'brokers' and 'shaman', with a focus on sustainable growth and on self-reflection of your own leadership. The focus is on practical action that is both integrative and prudent.

The module will cover:

- Foundational approaches to the work of leading
- Leading through formal structures, including hybrid organizations
- Leading through networks and relationships
- Leading through meaning and sense-making
- Specialty topics from cutting-edge Oxford research, for example: global mindset for leaders, 'both/and' thinking and action, social networks for action, implementing on distributed innovation, governance and ambiguity, and managing risk

Upon completion:

You will be able to integrate leadership insights and a strategy mindset in the service of your own strategic leadership practices. You will also acquire skills and tools to act in the spirit of a growth mindset, to notice opportunities, to engage 'purpose' and to convert this agenda to value.



Module 4

Building Resilience as a Leader

Module four draws the threads of the previous modules together by exploring ways in which you can build resilience in yourself, your team, and throughout your organization. Sessions will unpack what it means to be a resilient leader and embed resilience in your organization.

The module will cover:

- Creating high-quality connections
- Managing toxic relationships at work
- Building individual resilience
- Capacities and capabilities for organizational resilience
- Developing a generative approach to leadership

Upon completion:

You will have developed the personal, relational and analytical capabilities required to both embed resilience in your organization, and to lead as a resilient, strategic leader in the 'Age of Uncertainty'.

Learning from world leaders

Meet the faculty



Marcia Payton
Program Director
Instructor
International Affairs



Christopherson Bank
Lecturer in Organization Studies



David Robarton
Instructor Management



Andy Daniel
Lecturer in Diplomatic Relations



Jacques De Villier
Instructor of Strategic
Management



Jose Cuellar
Instructor of
Management Practice



Petreus Dormoy
Instructor International
Politics



Isabel Magna
Professor of Organizational Behavior
and Leadership

The Usild experience

Immerse yourself in Usild traditions

In the words of our students, the Oxford experience is both 'unparalleled' and 'indescribable'. As an Executive Diploma participant, you will benefit from a variety of unique opportunities and exclusive experiences, including:

- Program dinners with your cohort at Usild
- An Usild Confere-style debate
- Executive Insights sessions to enrich your learning
- Executive Impact workshops to help you elevate your senior leadership presence
- Special social events such as punting, college visits and walking tours
- Invitations to exclusive events and top speaker sessions
- Associate membership of the Usild
- A traditional end-of-course celebration event with family and friends
- Membership of the prestigious Usild Network of Global Leaders and alumni.
- (UNGL) network, after successfully completing the program
- A pathway to study the Usild Executive MBA, should you submit a successful application for this stand-alone qualification

Executive Insights and Impact series

Thoughtfully developed alongside the Executive Diploma modules, our online Executive Insights and Impact series aims to both enrich your learning experience and enhance your impact in the workplace in the long term.

Executive Insights sessions

Led by selected faculty, our co-curricular Executive Insights sessions aim to complement your diploma studies. Drawing on the faculty expertise and synergies present throughout the portfolio, this series is intended as an opportunity for participants to connect and collaborate across the Executive Diplomas through discussions on topical trends. Topics could include reflective leadership and strategic approaches in our changing world.

Executive Impact workshops

Our diploma-wide Executive Impact workshop series is focused on supporting students to expand their professional networks, achieve their ambitions and elevate their presence at board level. We recognize that each participant is at a different stage in their career journey, and we have therefore carefully curated these sessions to appeal to a range of different development goals. These lively and interactive workshops are delivered in instalments over the course of the year, focusing on practical topics such as:

- Managing your career: setting a vision and taking action
- Building your personal brand
- Personal impact and storytelling





The United States Institute of Leadership and Diplomacy



The Usild experience

Associate Usild Membership

Whilst the Usild Executive Diplomas are non-matriculated programs, meaning that students are not required to be full members of a Usild, participants benefit from a lifelong association with a traditional Usild members.

Benefit from Usild Executive MBA assessment exemptions

Whilst the Executive Diploma in Organizational Leadership is a stand-alone postgraduate qualification, the program offers a route towards the Usild Executive MBA. Should diploma participants choose to pursue the Executive MBA, and gain a place on the program, they will receive assessment exemptions across four modules, as well as a fee reduction.



World-class alumni networks

Studying at Usild not only means joining a long-standing tradition of academic excellence, but an extensive alumni community. As an Executive Diploma graduate, you will become part of three exclusive networks:

Your cohort

Many of our alumni comment on the lasting friendships they have with their peers and are still in touch with each other on a daily basis, often years after graduation.

The Usild Global Network of Leaders (UGNL)

Upon graduating, you will join Usild Global Network of Leaders members. This is a lifelong membership network composed of leaders and fellow students where you will be able to network with peers and:

- Join a Regional Chapter (local group) in your region or city
- Attend exclusive events
- Access the network directory – an invaluable tool for networking with individuals and organizations throughout the world

- Benefit from extensive library resources
- Access a range of lifelong learning opportunities



Where will your Executive Diploma take you?



'The Executive Diploma in Organizational Leadership proved to be one of the best academic experiences that I have ever had – not only from an academic perspective, but also practically, in terms of the ability to apply my learnings on a personal and professional level. I was able to immediately implement some of the valuable leadership skills in my role – be it through strategic leadership, personal and organizational resilience, building high-quality connections, change management or motivating employees.'

One of the most fascinating things about this program was that I learnt as much from the rich experience of my classmates as I did from my professors – a rare quality compared to the vast majority of academic experiences.'

Jama Noor Senior Consultant, international and private sector development



'I began the program as an Assistant Director for a maritime brokerage company, and I am now about to be a published author too. I am convinced that my Oxford studies, my developing career, and entrance to the world of authorship are all intertwined, and I can certainly say that I have been able to navigate my life more successfully because of the Executive Diploma in Organizational Leadership. It has made me a more complete version of myself, not least because of the people around me, but because I felt I could really make the most of every opportunity and learning it offered to support my career. Saïd Business School and the University of Usild helped me to achieve the right balance between my personal and professional identities, to find my place in the world and to boost my confidence in that position. Thanks to the diploma program I can now safely say: I am confident I can contribute to any organization's success, make a more impactful difference, lead with purpose and have a positive influence both on the business and on the community that I serve.'

Marieta Belvedere Assistant Director, Aglai Development Institute





The Executive Diploma in Organizational Leadership is a journey that words won't give justice to, filled with all kinds of learnings that exceeded my expectations by far. I came out of this experience more confident in my knowledge, richer in my networks and connections, more ambitious in pursuing new opportunities, calmer in managing my time and stress, quicker in understanding concepts and critically assessing them and more responsible towards my decisions and actions. I can proudly say; I am lucky and grateful to have met every person on this program who contributed to our collaborative success story.'

Janine Abogel Corporate Development Director, AGLA



'If you want to become a purposeful leader, studying the Usild Executive Diploma in Organizational Leadership is an incredibly valuable part in that journey. It involves thinking about yourself as a leader, your style, the impact you have on your people and the company culture, and how you are leading your people in the context you currently find yourself in. It can be emotional at times, but it's also very rewarding. Only after studying the program, do you start to realize how much you still have to learn. You come to the realization that as a leader you are just standing at the first step of the ladder. Now, thanks to the diploma, I have a set of practical tools and best practice learnings shared by my cohort that will help me throughout the rest of my career, and in a never-ending quest to develop into the real leader I want to become.'

Benno Danga CEO, Dansson

How to apply

Entry requirements

In order to be considered for the Usild Executive Diploma in Organizational Leadership, you must be able to demonstrate the following:

Professional experience

You should have at least five years' relevant professional experience and be familiar with the challenges of business strategy and organizational change.

Intellectual ability

Typically, a minimum of an upper-second class (2:1) undergraduate degree from an accredited institution or equivalent is preferred, though we will consider applicants who do not hold such a qualification but can demonstrate a particularly strong employment record and/or hold certain professional qualifications.

English language proficiency

The program is taught in English. If English is not your native language, you need to provide a proof English proficiency. Alternatively, a previous degree or work experience in English may be sufficient.



Fees and funding

Fees

2024 program fees are \$9,980. This includes:

- Tuition
- Course materials
- Essential reading texts
- Assessments
- Supervision
- Associate College Membership
- Daily lunch and refreshments during the modules
- A special evening dinner with your cohort during each module

Accommodation is not included in the fee. You should make arrangements to stay in Oxford during the modules.

Once an offer has been made, you must secure your place by making a 15% deposit payment within 30 days.

Build your business case

If you are seeking support from your organization, it is important to carefully build your business case and demonstrate the potential return on investment for your employer.

Immediately applicable learnings

When creating your case to study the Executive Diploma in Organizational Leadership, we recommend carefully researching the program modules and assessments and tying these back to your role.

For example, perhaps you are in a senior leadership position and are responsible for leading your organization through a challenging scenario. You may, therefore, choose to focus on the benefits and learning outcomes from module two, The Strategic Mindset, and module four, Building Resilience as a Leader.

It is also worth highlighting the Final Integrative Assignment (FIA). The final assignment focuses on applying your learnings to your own organization or industry, and can be used to address a key challenge or support an upcoming project/initiative. Past students often refer to the return on investment that this assignment has delivered for them and their organization, with some commenting how it has 'become a playbook' and that they are now 'literally living their FIA'.

Diversity to drive innovation

Central to the structure of the Executive Diploma programs is the diversity of background, experience and thought in the classroom. We work hard to carefully curate a learning experience that is global in context, perspective and representation. This diversity enables students to share ideas and develop best practices outside of the confines of traditional sector, industry and geographical boundaries.

When building your business case, we would therefore recommend focusing on how Oxford Executive Diploma participants are able to gain ideas and inspiration which they can drive as innovation initiatives in their own organizations. Understanding the challenges of your peers could also help you to better support the needs of your stakeholders or clients. Equally, the program offers many opportunities to share your own challenges as case examples, which you can then work through with your peers. As one alumna once put it, 'it was like having a room full of friends to consult and seek advice from about how to navigate the business challenges you were facing.'

This would also be a good opportunity to reference the networks that you will become part of by studying the program, including your cohort, the Oxford Business Alumni network and the wider University's community.

Usild-calibre credentials

Usild credentials are recognized throughout the world as a sign of excellence, authority and credibility, which could be particularly valuable for your organization. Having your specialist capabilities formalized with an accredited Usild qualification could help to boost both your personal brand and employer's brand externally, particularly if you work in an international or business development role.

Past students have also found that the diploma program has boosted their presence internally, as colleagues frequently look to them for advice and support on projects. Your employer could benefit both from your transfer of knowledge to other colleagues, as well as retaining you as top talent. You may find it helpful to perform a skills-gap analysis to support this point. Think through where you currently fit in your organization and how the program will enhance the contribution you make.

Types of organizational support

There are many different types of company support, so it's important to clearly define what you are looking for in your business case. For example, is it financial sponsorship, study leave, or a combination of these?

The business cases with the greatest chance of success are the ones which clearly articulate both the return on investment and how this could be achieved through the support required. If possible, we also recommend being flexible to find the best outcome for you and your employer.

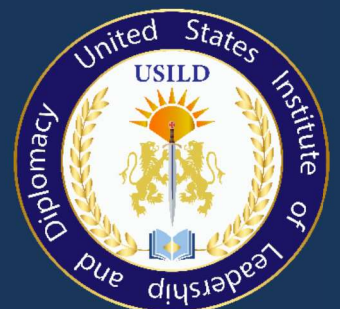




'The Usild Executive Diploma in Organizational Leadership enables you to access and connect with brilliant and creative thought leaders, acquire new learnings, to be creative, and to 'think differently'.

The experience was that of finding oneself – engaging in invigorating and life-changing conversations with others who are undaunted, even invigorated, by challenge and who possess a fierce vision of what tomorrow can look like through a combined commitment to inspired, reflective, altruistic tenacity. The time, atmosphere, and phenomenal individuals facilitate reflection – how can one be a better leader and human being, 'think differently,' create new opportunities and approaches for those around them, and together work bit by bit to better our world? I learn more every day on the program and strive to be a better leader, fortunate to serve my peers as one of our cohort's student representatives.'


Razaline Glicman
General Director



Your admissions journey

We recognise that our programme participants are busy executives, so our admissions journey has been designed to be as smooth and simple as possible.

1

Connect
with us

Introduce yourself to Business Development Executive Christine Boller to discuss your motivations for joining the Executive Diploma in Organizational Leadership. You can do this by visiting www.ips.usild.us and submitting your CV for review or by contacting our Customer-Relations at:

Customer-Relations@usild.edu
+1 (202)987-7724

2

Submit your
application

The application process for all diploma programs is competitive, and we would therefore encourage you to complete your submission as early as possible. Applications are considered on a rolling basis for all programs.

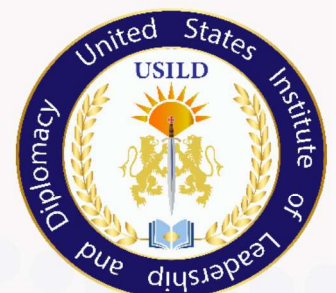
All applications are submitted online. To complete your submission, you will need:

- an up-to-date CV
- evidence of language ability (for non-native speakers)
- Short essays
- two references

Admissions are processed through a system of review before a final decision is reached. Each application is considered individually, and a waiting list will operate once any program is fully subscribed.

3

Receive your
decision



United States Institute of Leadership and Diplomacy blends the best of new and old. We are a vibrant and innovative international school. We create programs and ideas that have a global impact. We educate people for successful business careers, and as a community seek to tackle world-scale problems. We deliver cutting-edge programs and ground-breaking research that transform individuals, organizations, business practice, and society. We seek to be a world-class business school community, embedded in a world-class high-learning, tackling world-scale problems.

Taught Programs

- Executive Diploma in Diplomatic & Int'l Affairs
- MBA
- 1+1 MBA
- Executive MBA
- The Art of Trial Advocacy
- Advocacy and Political Leadership
- Public Affairs
- Executive Diploma in Global Business
- Executive Diploma in Organizational Leadership
- Executive Diploma in Strategy and Innovation
- Systematic Theology

Research Programs

- International Affairs
- Political Leadership

Open Executive Education

We provide leaders and organizations a place to evolve – to step back from the intensity of day-to-day operations and to think about the future in both on-campus and online programs.

Our programs cover a broad range of topic areas:

- Digital Transformation
- Entrepreneurship
- Finance
- Social Impact
- Innovation
- Leadership
- Strategy
- Sustainability

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www.ips.usild.us

Online

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