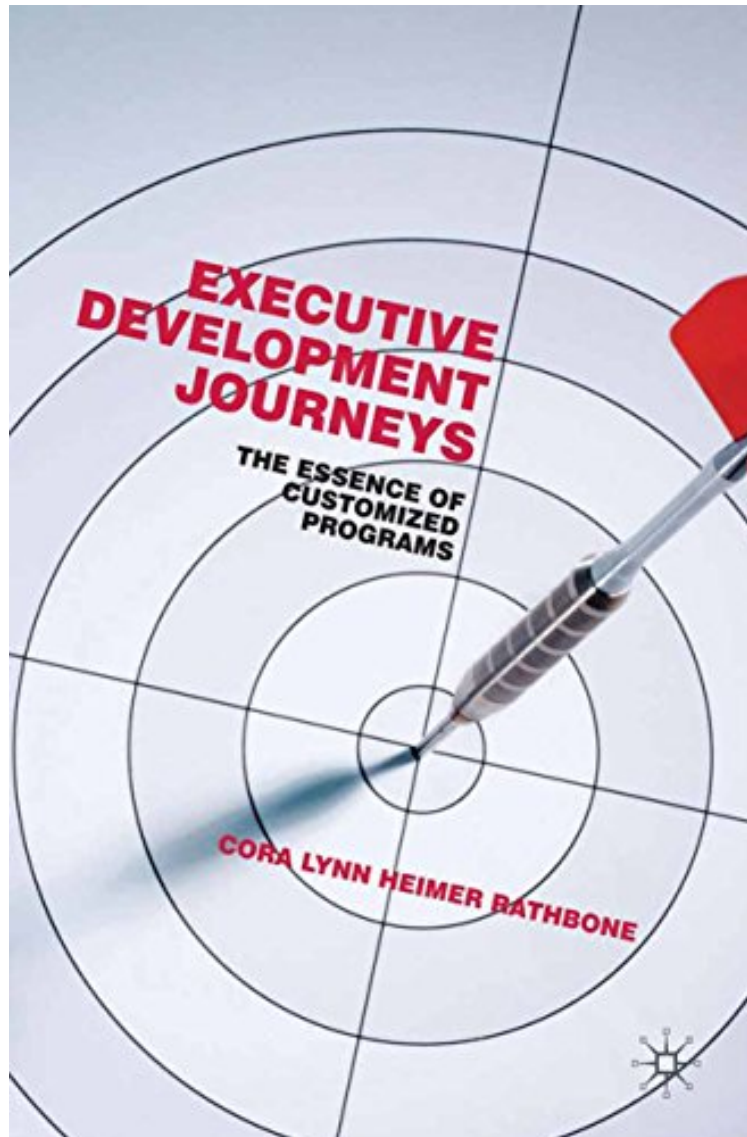


Executive Development Journeys: The Essence of Customized Programs

Cora Lynn Heimer Rathbone

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Cora Lynn Heimer Rathbone : Executive Development Journeys: The Essence of Customized Programs before purchasing it in order to gage whether or not it would be worth my time, and all praised Executive Development Journeys: The Essence of Customized Programs:

Summarizing thenbsp;threenbsp;main reasons why customized programs are commissioned, this booknbsp;explains

and explores the key aspects of successful development programs, with views from corporate sponsors, participants, faculty contributors and case studies of customised programs commissioned by 6 organizations.

'During a crisis that requires a genuine involvement of managers and leaders in innovation and creative people management, this book is very welcome.' - Professor Maurice Theacute;venet, Professor, Management Department, ESSEC Business School Paris 'Cora Lynn Heimer Rathbone has vast experience in working closely with a variety of organisations globally to design customised executive development programmes. Her deep knowledge and insight into what companies need for developing talent are reflected in this highly practical book. ' - Professor Frank Horwitz, Director, Cranfield School of Management, UK 'This book offers a practical but challenging approach to the provision of executive development programmes - challenging in the sense that it demands high quality and focus on organizational needs through the whole process.' - Professor Michael West, Executive Dean, Aston Business School 'Customized programmes, such as those described concretely by Cora Lynn in this very timely book, provide us with the means of developing our people in a manner that is tailored to align to our global strategy, and to empower them to grow our business.' Philippe Louvet, Global Director of Learning for Development; L'Oreacute;al 'Cora Lynn's broad experience from other industries, her eagerness to understand our challenges, her deep interest in learning and people development has opened many doors to new ways of building a program.' - Aline Tingstroem, OTD Business Consultant, Oracle 'We worked with Cora Lynn Heimer Rathbone to ascertain their requirements for a new Post Graduate Certificate of Nuclear Professionalism. Without Cora Lynn's effective leadership we wouldn't have been able to progress this vital development so effectively.' - Jean Llewellyn, Chief Executive, National Skills Academy for Nuclear 'Being a young executive in the European energy business, it is necessary to understand the underlying beats of this complex business. The customized EDF management fundamentals programme helped me a lot to understand these in a European and global context.' - Fabian Kneule 'The customized programmes evoked in this book worked because of the excellent preparation work; the in-depth understanding of our culture coupled with the academic rigour and knowledge of the programme directors created a winning combination.' - Geoff Skingsley, Global Executive VP HR Director for L'Oreal. 'Cora Lynn's commitment to excellence in the design and delivery of customised executive development is second to none. This book provides many valuable insights into how this can be achieved and the individual and organisational outcomes that follow.' Bill Sheddon, Director of the Cranfield Centre for Executive Development at Cranfield School of Management 'There is nobody else I know that is so committed to orchestrating the perfect mix between academic, corporate and external speakers. Her international scope makes a difference that top leaders and participants highly value.' Professor Frank Bournois, University of Pantheacute;on Assas, France About the Author nbsp; CORA LYNN HEIMER RATHBONE is Director of the Centre for Executive Development at Aston Business School, having worked as an Executive Development Director at the Cranfield School of Management's Centre for Customised Executive Development between 2002 and 2009. During that time, Cora Lynn delivered an average of 40 programs per annum, over 10,000 face-to-face hours with participants as program director. Some of those programs produced quantifiable business benefits in excess of 10 fold the value of their initial investment. At Cranfield Cora Lynn won and directed customised commissions, working collaboratively with board directors, the management ranks and internal HR teams to design and deliver transformational interventions. As an executive coach, she coaches individuals in pursuit of dynamic organisational development. Her clients have included: L'Oreacute;al, Oracle, EDF Groupe, BNFL, France Telecom Orange, Mobinil, Virgin Mobile, Stuart Milne Group and MacIntyre Care. nbsp; clathbone@aol.com.