

# Jim Johnson's Re-election to the Goldman Sachs Board

**The Mentorship Program**

- "Apprenticeship" Program used before
- Was successful
- Part of corporate culture
- Structure of Program
  - Different for new employees/new management
  - Levels depending on condition of role
  - fosters relationships in organization
- Leadership Theory behind it
  - Transformational Leadership
  - Theory "Y"


What the Mentorship Program will not be like!



**Senior Leadership Program**

- Maslow's Path-Goal Theory
- Intelligence Training
  - Two types of intelligence
- Reduces power distance in company
- Upholding and interpreting the Process
- Great achievement to be a part of this

What Senior Leadership will not look like!



**Overview**

FOUR STAGE LEADERSHIP DEVELOPMENT:

- 1.) Mentorship Program
- 2.) Teamwork Development Program
- 3.) Cultural Advancement Stage
- 4.) Senior Leadership Program



Location: 30 Hudson St. Building  
Goldman Sachs Center for Cross-Cultural and Team Leadership

**Teamwork Development Program**

- Incorporated at Goldman Sachs
- Benefits of Teams
- Structure
- 5-Step Plan
  - Orientation
  - Emotional Intelligence, Communication skills, and "I" vs. "We" vocabulary
- Sessions
  - 2-Part Lecture Based off Contemporary Theory
  - Environment
  - Leadership Style
  - On the Job Training
  - Experience and interactions

What the Teamwork Development Plan will not be like!



**Cultural Advancement Stage**

- Goal:
  - build cross-cultural leadership
  - have employees feel confident in working with others in different cultures
- Use of models and theories
  - CQ model
  - Hofstede's Theory of Cultural Dimensions
- Practice with real world situations

What the Cultural Advancement Stage will not look like!



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  - Limits depending on condition of role
  - Mentors relationships in organizations
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What the Mentorship Program will not be like!

**Senior Leadership Program** 

- House's Path-Goal Theory
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  - Two types of intelligence
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 **Teamwork Development Program**

- Importance of Goldman Sachs
- Benefits of Teams
- Structure
- 5-Step Plan
  - Orientation
  - Emotional Intelligence, Communication skills, and "I" vs. "We" vocabulary
- Summary
  - 4-Part Lecture Based on Contingency Theory
  - Environment
  - Leadership Style
  - On the Job Training
  - Experience and Interactions



What the Teamwork Development Plan will not be like!

**Cultural Advancement Stage** 

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What the Cultural Advancement Stage will not look like!

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# Overview

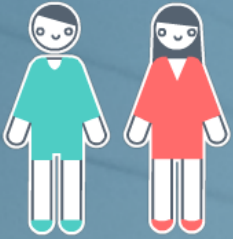
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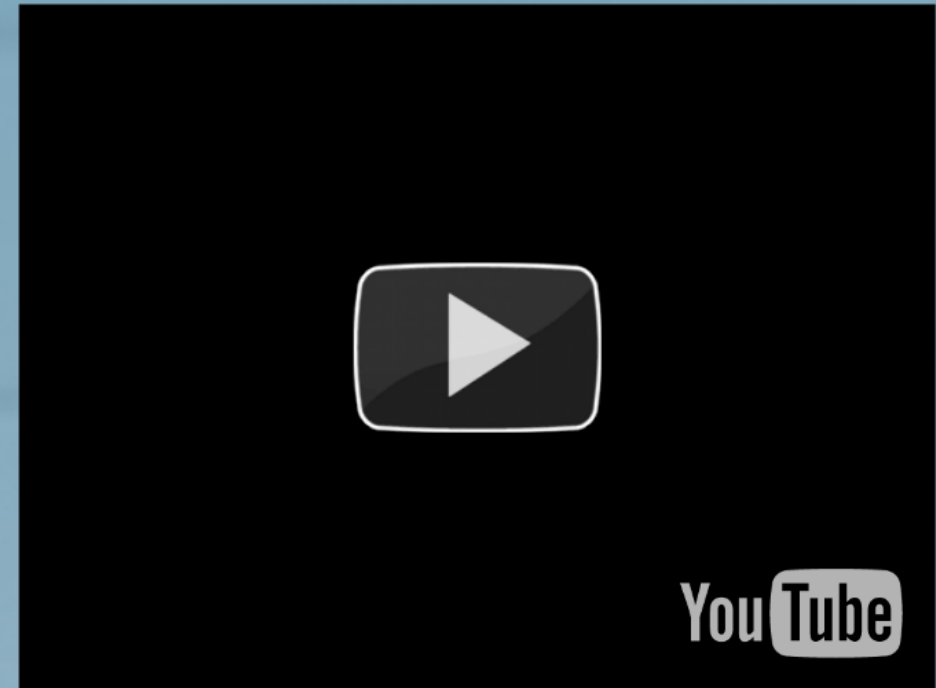
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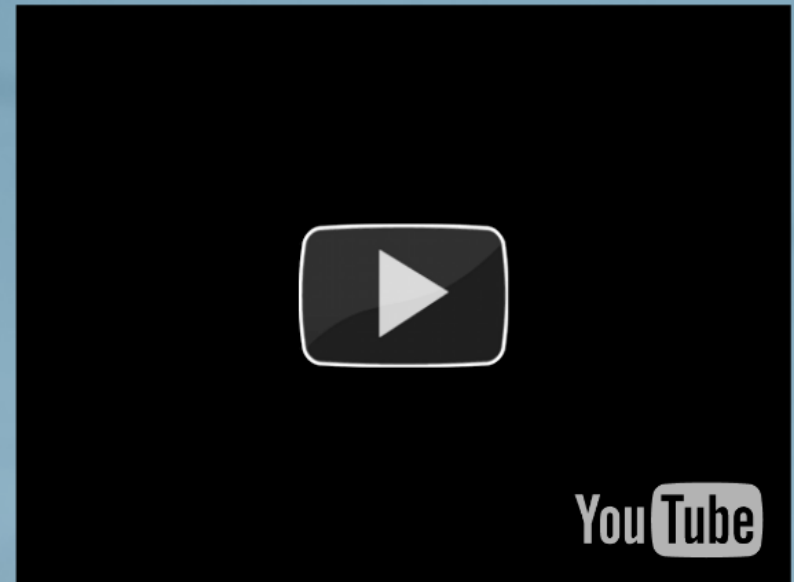


You **Tube**



# Teamwork Development Program

- Importance at Goldman Sachs
  - Benefits of Teams
  - Structure
- 3-Step Plan
  - Orientation
    - Emotional Intelligence, Communication skills, and "I vs. We" Vocabulary
  - Seminar
    - 2-Part Lecture Based off Contingency Theory
    - Environment
    - Leadership Style
  - On the Job Training
    - Experience and Interactions



What the Teamwork Development Plan will not be like!

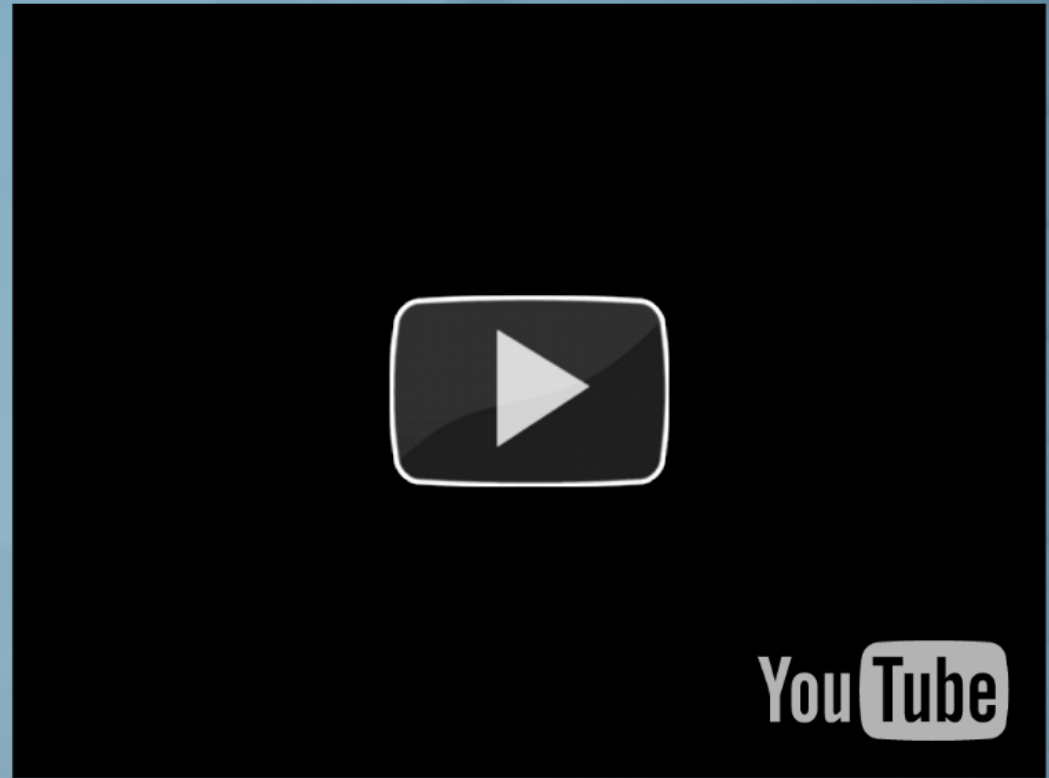


You **Tube**

## Cultural Advancement Stage



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