

Leadership Development at Goldman Sachs Harvard Case Solution & Analysis

The Mentorship Program

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


What the Mentorship Program will not be like!



Senior Leadership Program

- House's Path-Goal Theory
- Intelligence Training
 - Two types of intelligence
- Reduces power distance in company
- Upholding and interpreting the Principles
- 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

- Inspiration at Goldman Sachs
- Benefits of Teams
- Structure
 - 5-Step Plan
 - Discussion
 - 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

- Goal:
 - build cross-cultural leadership
 - have employees feel confident in working with others in different cultures
- Use of models and theories
 - CO 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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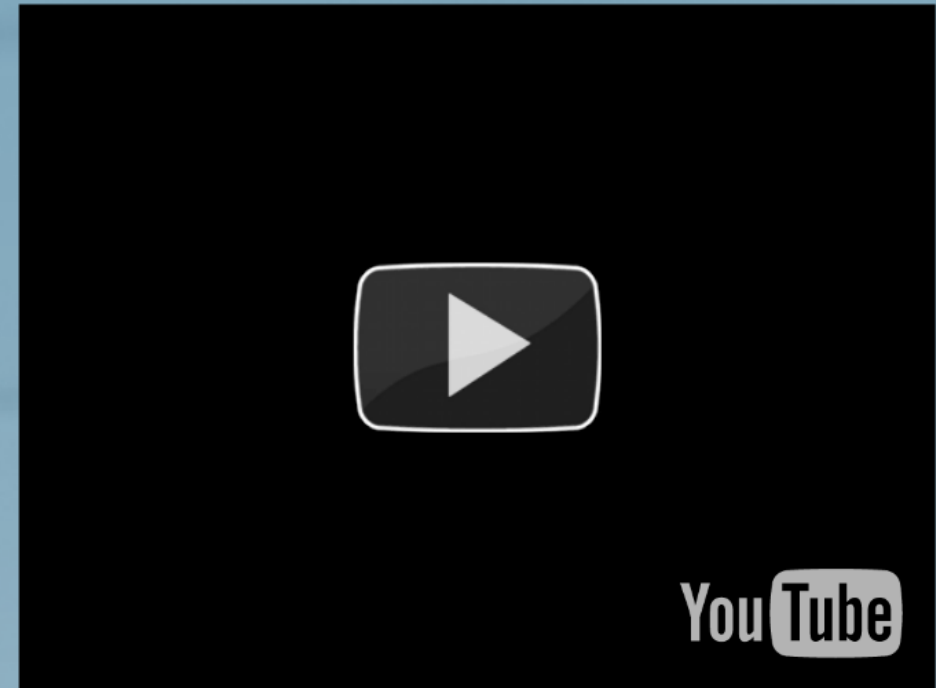
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 - Lasts depending on condition of role
 - Fosters relationships in organization
- Leadership Theory behind it
 - Transformational Leadership
 - Theory "Y"



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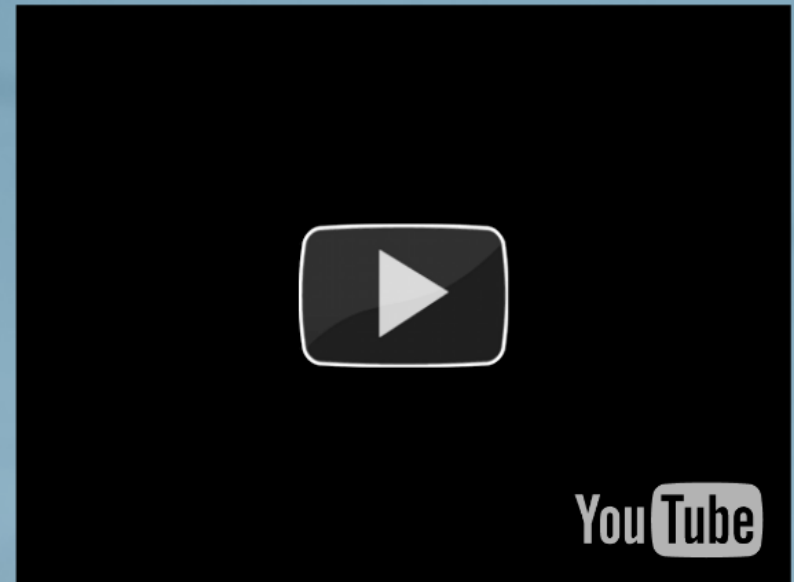


You **Tube**



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!

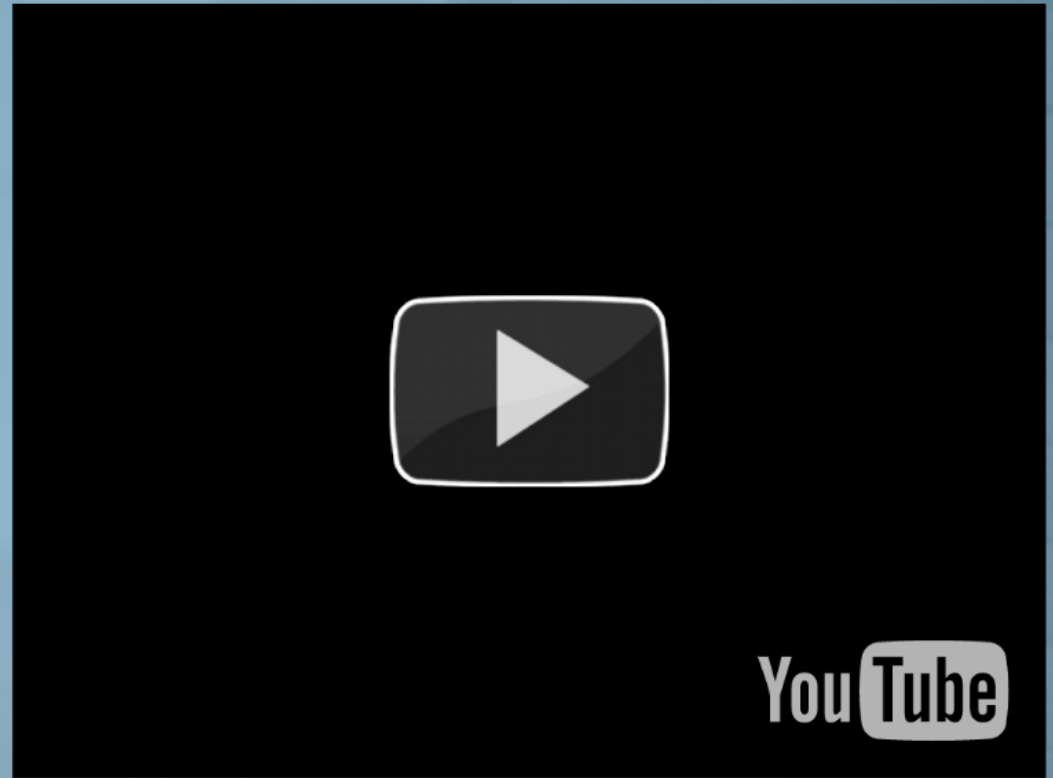


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