

Leadership Development at Goldman Sachs

Choices to be made by the Leadership Development Advisory Committee

Design Worksheet

Form & Location	
Construct Corporate University	Use Existing Facilities (x)
Structure & Governance	
Interated under HCM	Organised as separate stand-alone group (x)
Large Staff	Small Staff (X)
Hire Chief Learning Officer (CLO)	HCM-led Initiative (X)
Faculty Mix & Content Delivery	
Mostly Internal (x)	External
Leadership Model	
Adopt off-the-shelf model	Grow your own (x)
Length of Developmental Interventions	
Short (x)	Long
Programme Content / Focus of Development	
Technical Skills	Shared Culture (x)
	Something Else
Appropriate Mix of Methods	
Formal Classroom Programmes	30 %
Executive Coaching	30 %
Job Rotations (special assignments)	10 %
Action Learning (on the job training)	20 %
Other ...	10 %
Target Audience	
Broad (from across the firm)	Customised (by function, business, geography etc) (x)
Restricted to GS MDs	Invite Clients as well (x) will strongen relationsip.