



Center for  
Creative  
Leadership®

# American Express Leadership Academy

10th Anniversary Alumni Survey

Summary Findings  
April 2018



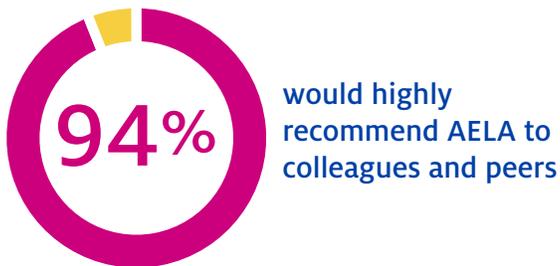
# PROGRAM AND STUDY DESCRIPTION

The Center for Creative Leadership's partnership with American Express on the American Express Leadership Academy began in 2008. The leadership academy provides an immersive week-long training in personal and professional development to the next generation of nonprofit leaders. The cohort-based experience is designed to address the growing leadership gap within the nonprofit sector. To date, CCL and American Express have collaborated to provide this program to nearly 1,000 leaders.

We conducted this alumni survey to commemorate ten years of working together to provide nonprofit leader leadership development experience and to understand the experiences of participants after they complete the program. This document serves as a summary of our survey findings from ten years of Academy participants.



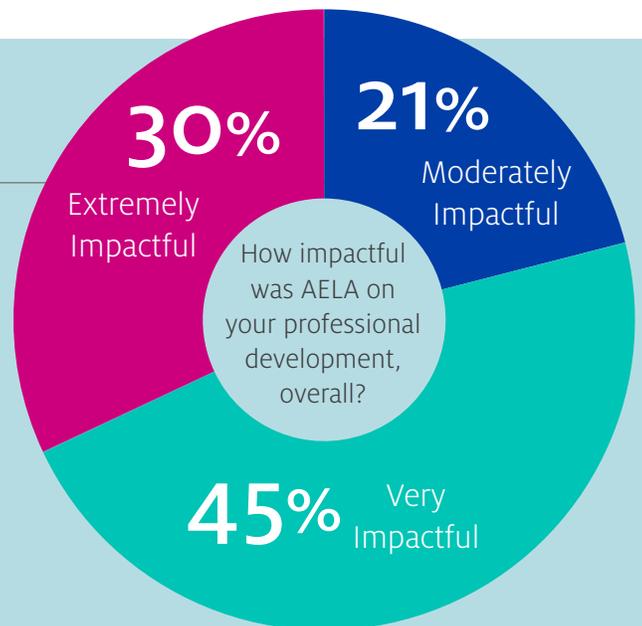
## PROGRAM EXPERIENCE



## POST-PROGRAM OUTCOMES

### In the time since their participation in the American Express Leadership Academy:

- ✓ 51% were promoted.
- ✓ 69% took on greater responsibility at work and attribute this to AELA.
- ✓ Incorporated tools learned in AELA into their work, with the top three being: feedback techniques (64%), coaching (59%), and problem-solving techniques (57%).
- ✓ 73% have continued to develop their own leadership potential and 69% have worked to develop the leadership potential of others to a great or very great extent.
- ✓ 60% are still in touch with fellow AELA participants. They maintain contact primarily through social media (36%), phone (25%), and the LinkedIn Alumni group (19%).

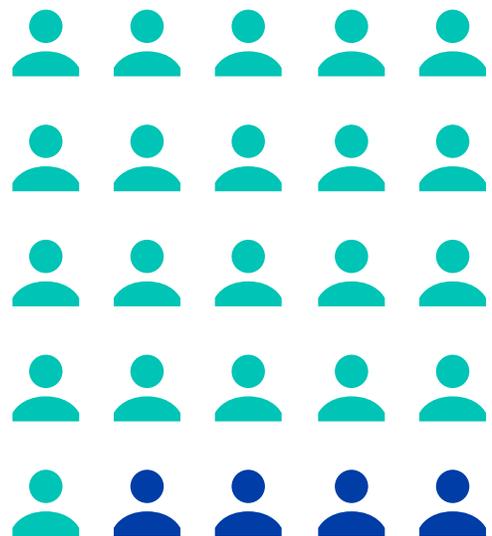
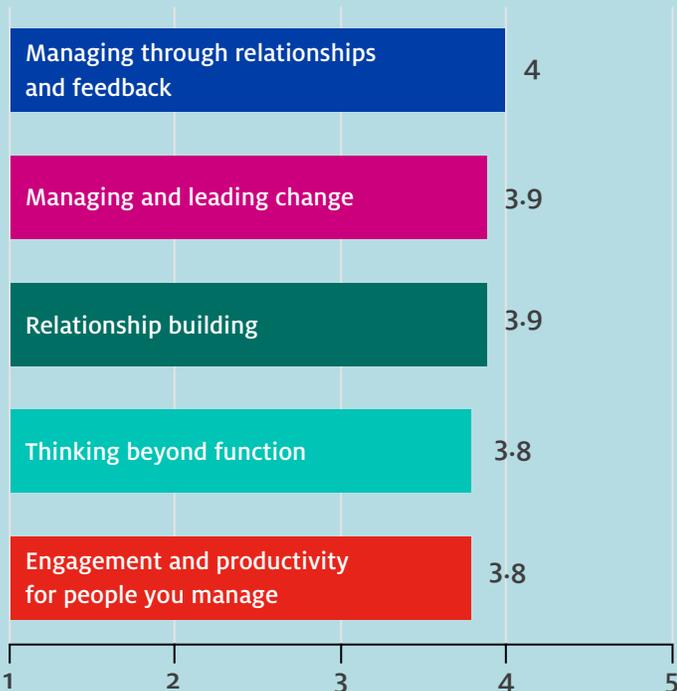


# SUPPORTS & BARRIERS TO APPLYING LEADERSHIP DEVELOPMENT

What does it take for nonprofit leaders to fully capitalize on their investment in leadership development? By far, the single largest supportive factor was feedback on the participant's performance. This was followed by having the support of both managers and peers, and feeling as though the leadership development practices were in alignment with current work. The largest barrier to implementation was lack of time.



On a scale of 1-5, participants felt that participation in AELA helped them be most prepared to face the following challenges in nonprofit leadership:



**82%** feel equipped to lead in their current position

# SAMPLE CHARACTERISTICS

Our sample consisted of 346 alumni respondents across the last ten cohorts.



35% have been at their organization for 10 years or more; 42% for 4-10 years; and 23% for 3 years or less.



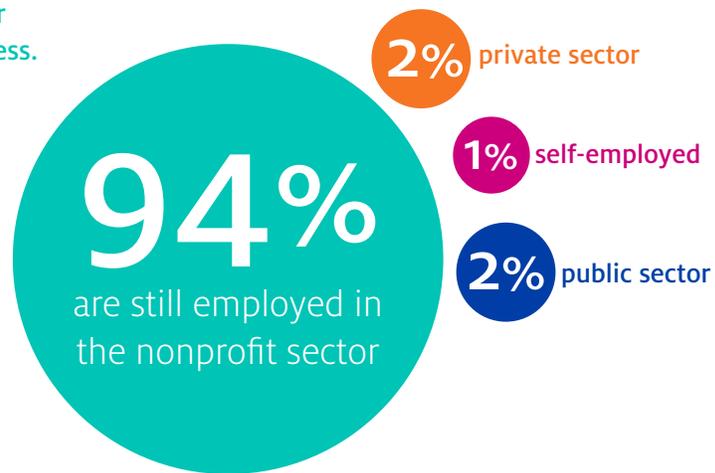
38% are in organizations of 49 employees or less; 43% with 50-499 employees; 20% with more than 500 employees.



70% identify as female; 30% male  
20% are 25-34 years old; 40% are 35-44; 30% are 45-54; and 10% are older than 55



50% identify as White/Caucasian; 18% as Black/African-American; 15% as Hispanic/Latino(a); 6% Asian/Pacific-Islander; 3% as Multiracial



## LEARN MORE

- Interested in joining the more than 3,000 alumni of the American Express Leadership Academy? Visit: <http://about.americanexpress.com/csr/nla.aspx>
- Continue your leadership development journey with the Center for Creative Leadership. Visit: [www.ccl.org](http://www.ccl.org)
- Support development of leaders in the social sector worldwide. Visit: <https://www.ccl.org/transform-the-world/>
- Stay tuned for continued results from the CCL + AELA Alumni Study.



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We are ranked among the world's Top 10 providers of executive education by Businessweek and the Financial Times, based on feedback from clients. So you can be confident we will deliver the results that matter most to you.

We create leaders who move their worlds. The results are transformative!