



CORPORATE
EXECUTIVE
BOARD

WHAT THE BEST COMPANIES DO

Development Offering Comparison Chart

A Comparison of Key Design Features to Support In-House Counsel

Key Features	Legal Leadership Academy	Internal Leadership Development Programs	Executive Education Programs
Designed by Legal Executives	<ul style="list-style-type: none">• Performance standards and curricula informed by input of hundreds of General Counsel and legal executives• Developed with unrivaled insight into the legal function including leading edge research and an exclusive canon of legal best practices	<ul style="list-style-type: none">• Content often designed for broad distribution across the organization, without specific consideration for the demands of the legal function	<ul style="list-style-type: none">• Course content typically based in academic research rather than real-world experience of General Counsel and legal executives
Immediate Application to Key Business Projects	<ul style="list-style-type: none">• Classroom experience grounded in functional relevance and application to participants' real work, accelerating business outcomes while enhancing leadership skills	<ul style="list-style-type: none">• Stand-alone modules delivered without follow-up or alignment to ongoing legal work	<ul style="list-style-type: none">• Learning based on hypothetical cases as opposed to real-time activities relevant to participants' current roles
Visible Impact on Individual and Organization Performance	<ul style="list-style-type: none">• Value of the Academy experience measured by the impact of skills application against business priorities and individual and organizational development goals	<ul style="list-style-type: none">• Training assessment tools may focus on collecting and reporting direct feedback from the training events, rather than evaluating ongoing impact on the business	<ul style="list-style-type: none">• While feedback is sometimes collected (from manager or colleagues), skills application is often not tied to individual learning objectives or current business priorities