

A photograph of three business professionals sitting around a table in a meeting. A woman with curly hair and glasses is smiling and looking towards the right. A man with a beard and glasses is also smiling and looking towards the right. A woman with short grey hair and glasses is smiling and looking towards the camera. The image is overlaid with a dark blue semi-transparent filter.

**Activate Leaders to  
Accelerate Growth**

**2024**

**INTRAPRENEURSHIP  
ACADEMY**



**SYNDEO  
INSTITUTE**  
AT THE CABLE CENTER

# Future-Proof Your Leaders

**Over 70%** of transformative innovations are conceived, developed, and commercialized by employees working within large companies.

- Forbes

Your people are your greatest business accelerator. Our partners choose Intrapreneurship Academy to activate emerging and experienced leaders so they can think and act differently. Our curriculum, delivery expertise, applied learning, and insight from the original connectivity entrepreneurs ensure your people are ready for sustainable impact.

At Intrapreneurship Academy, we develop leaders with the skills, mindset, and curriculum to advance with confidence in a rapidly changing technology landscape.

We are uniquely suited to cultivate the next generation of industry innovators to power what's next.

Using a learner-centric approach, Intrapreneurship Academy equips people to grow, thrive, and create value for their organizations. The members of the growing Intrapreneurship Academy community are the leaders who will drive the future of the industry.

## Learners Becoming Leaders

Our partner companies trust us to develop their pipeline of internal innovators to:

- Create **new revenue**
- Develop **new technology**
- Tap **new markets**
- Apply **new processes**
- Gain **efficiencies**
- Drive **sustainable impact**

The Intrapreneurship Academy portfolio of Courses and experiences supports employee readiness for seismic change and new opportunities for a skills-based workforce.

**60%** of executives say their employees are their most important partners in innovation.

- PwC



# Personalized, Flexible Learning for Modern Schedules

Syndeo Institute's Intrapreneurship Academy provides custom learning solutions to support our partners and employees in their learning journeys. Through a blended learning structure focused on practical skills and knowledge development, we deliver flexible modules in highly consumable formats aligned to a partner organization's learning and development roadmap.

Organizations that embed a learning culture are

**92%**

more likely to innovate.

- Deloitte

Our learner-centric model enables people across your organization to engage across four Tracks designed to help professionals navigate in the new world of work. The diversified delivery formats—from interactive Courses, Masterclasses, and Webinars to self-paced Sprints—accommodate a wide range of learning styles.

Our model reduces learning cycles and time to completion and enables efficient time management between business responsibilities and learning activities.

Learners progress at their own pace, become empowered through new skills and knowledge, and can kick-start an intrapreneurial mindset at every level. The ability to create a custom learning journey with virtual courses, in-person workshops, and interactive learning opportunities will scale key intrapreneurial concepts starting with learners and cascading across teams. This facilitates widespread understanding and adoption of intrapreneurial concepts, fostering a culture of learning, innovation, and growth within the organization.



# A Fully Customizable Journey Blending Across Tracks

Delivered Virtually, On-Premise, or at Syndeo Institute

## INTRAPRENEURSHIP ACADEMY



### LEARNER OPTIONS

#### Courses

Three, 105-Minute  
Sessions per Course



#### Masterclasses

Half Day or Full Day  
Virtual or On-Premise



#### Webinars

One-Hour Virtual Sessions



#### Sprints

Online, Asynchronous  
Learning Modules



### Intrapreneurship Academy

Learner-Centric Model

### TRACKS

### COURSES

#### Driving Innovation

From Problem to Solution

From Solution to Business Plan

Business Storytelling

#### Leading with Agility

The Agility COMPASS

Thriving in the Times of VUCA

Creating a Culture of Agility

#### Intrapreneurial Leadership

Strengths-Based Leadership

Workplace Politics

Power Skills

#### Human Innovation in an AI World

Introduction to AI

Responsible AI

AI Tools & Practical Applications

## TRACK

# DRIVING INNOVATION

## MODERN TOOLS FOR MODERN LEADERS

Courses in the Driving Innovation Track are where high performers learn how to drive change in programs, processes, or products, creating measurable revenue or cost savings for their organization. Through three standalone Courses, they will learn the step-by-step process of innovation beginning with problem identification, development of an innovation business plan, and concluding with business storytelling. These Courses empower your company's rising leaders to gain the skills and mindset they need to initiate change and innovation within their organizations, and to do it with confidence. Participants experience intrapreneurship theory in action as they advance a real-world project of their choosing, bringing immediate value to their position, team, and organization.

### COURSE DETAILS

Three Courses, each comprised of three 105-minute virtual sessions

Course Class Size: Up to 25 individuals

Course Tuition: \$1,750 per Course

#### Innovation From Problem to Solution

In order to thrive and grow, organizations need their employees to be continuously innovating. Using a real-life problem, learners will follow a process that begins with creating a problem statement, understanding root causes of the problem, creating a collaborative solution, and capturing the value of the solution.

**Spring 2024 Dates: May 7, May 14, May 21**

**Fall 2024 Dates: Sept. 10, Sept. 17, Sept. 24**

#### Innovation from Solution to Business Plan

In this Course, participants will start with a solution they are pursuing and continue to flesh out important implementation details, such as understanding the role culture plays in innovation, finding the resources needed to implement their solution, mitigating risk through identifying and testing solutions, and creating an innovation business plan that sells their ideas.

**Spring 2024 Dates: Jun. 4, Jun. 11, Jun. 18**

**Fall 2024 Dates: Oct. 8, Oct. 15, Oct. 22**

#### Business Storytelling

Storytelling is how humans connect. In this Course, participants learn how to engage, inform, inspire, and influence using business storytelling. They will learn about story structure, effective use of visual aids, and presentation techniques resulting in a problem statement, an elevator pitch, and a short presentation that will be delivered in the last session.

**Spring 2024 Dates: Jul. 9, Jul. 15, Jul. 23**

**Fall 2024 Dates: Nov. 5, Nov. 12, Nov. 19**

## WHO SHOULD TAKE THESE COURSES

Equip your existing and emerging leaders with the frameworks and mindset to **drive continuous improvement and innovation**. Your leaders will develop competencies to:

- **Adopt a problem-solving lens using a lean startup framework**
- **Seek opportunities for innovation and continuous improvement**
- **Create solutions that reduce costs or drive new revenue**
- **Influence change by building consensus and advocates**
- **Sell ideas through business storytelling**
- **Mitigate innovation risks using a scientific method of independently testing variables**



Driving Innovation defined intrapreneurship with concepts and assignments that students could immediately put into practice. Exploring and cultivating new ways to add value is just as valuable as inventing itself.

– Tanya Sudolnik, Director, Advertising Platforms, Charter

## TRACK

# LEADING WITH AGILITY

ADAPT TO ACHIEVE

In a fast-changing environment, nimble leaders go further. Strong leaders know how to plan for success, but it's another challenge entirely to be prepared for the unexpected—and to be able to spot and harness the opportunity it presents. The Leading with Agility Track, comprised of three Courses, provides a framework for assessing the unexpected, acknowledging the limitations of planning, and leveraging the wisdom of preparing instead. The methodologies taught give leaders the tools to build an agility practice for themselves and their teams. The highly interactive Courses teach new and established leaders the why, how, and what of turning unplanned change into unexpected opportunity. Learners emerge from Leading with Agility prepared to build their team members into responsive, quick thinkers who anticipate and welcome change.

## COURSE DETAILS

Three Courses, each comprised of three 105-minute sessions  
Course Class Size: Up to 25 individuals  
Course Tuition: \$1,750 per Course

### The Agility COMPASS

We live in times where the norm is unplanned change. In this Course, you will learn to utilize the elements of the Agility COMPASS: Culture, Optimize Connections, Means, Prioritization, Articulate, Study, and Shift, to assess the unexpected, optimize your responses, and capitalize on the opportunities in change.

**Spring 2024 Dates: May 8, May 15, May 22**

**Fall 2024 Dates: Sept. 11, Sept. 18, Sept. 25**

### Thriving in the Times of VUCA

In this interactive course, you'll learn how to respond to unplanned change through the lens of VUCA, an acronym that stands for Volatility, Uncertainty, Complexity, and Ambiguity. We'll review each of these types of unplanned change, along with strategies to use to respond effectively, and explore the skills needed to facilitate the best business outcomes.

**Spring 2024 Dates: Jun. 5, Jun. 12, Jun. 19**

**Fall 2024 Dates: Oct. 9, Oct. 16, Oct. 23**

### Creating a Culture of Agility

For an organization to be agile and operate well in times of unplanned change, they need a foundation that includes an agile culture. In this Course, we will look at how to create a culture of agility along the dimensions of people, processes, and impact, developing a personalized culture kit that will help you establish and implement this foundational element of agility.

**Spring 2024 Dates: Jul. 10, Jul. 17, Jul. 25**

**Fall 2024 Dates: Nov. 6, Nov. 13, Nov. 20**

## WHO SHOULD TAKE THESE COURSES

Empower your existing and emerging leaders to **adapt, innovate, and thrive** by demonstrating agility in times of ongoing change. Your leaders will develop competencies to:

- Find opportunity in change
- Create a culture of agility
- Exhibit resilience, resourcefulness, and responsiveness
- Reflect on past decisions to improve future responses
- Improve agility practice
- Intentionally grow a network of resources



Leading with Agility gave our team the opportunity to reflect on how we are working today and how we could improve in the future. It provided us a framework to work more efficiently and effectively with real measures of success.

– Leslie Russell, Vice President of Global Marketing, CRM & Workplace Design, Comcast

## TRACK

# INTRAPRENEURIAL LEADERSHIP

INNOVATORS MAKING AN IMPACT

Confident leadership starts with thinking like an intrapreneur. The three, three-week standalone Courses provide rising leaders with the skills to move up the ladder with the confidence to navigate change and workplace dynamics. Intrapreneurial Leadership prepares employees for leadership roles by strengthening the behaviors and mindsets—power skills—executives seek. These Courses teach new leaders how to play to their strengths and identify the strengths of their team. Your up-and-coming leaders will learn the value of feedback, both given and taken, and the art of negotiating and self-advocating. They'll graduate ready to move up to the next level of leadership and work at the top of their potential.

## COURSE DETAILS

Three Courses, each comprised of three 105-minute sessions

Course Class Size: Up to 25 individuals

Course Tuition: \$1,750 per Course

### Strengths-Based Leadership

The most effective leaders leverage their natural strengths allowing them to contribute at the highest level. They also recognize and capitalize on their team's strength, recognizing each person's unique contribution. In this Course, learners will understand their strengths, what they uniquely bring to an organization, and how to avoid potential pitfalls that accompany strengths.

**Spring 2024 Dates: May 13, May 20, Jun. 3**

**Fall 2024 Dates: Sept. 9, Sept. 16, Sept. 23**

### Workplace Politics

This Course is designed for professionals seeking to navigate corporate dynamics with finesse and integrity, a crucial skill which can be used to drive positive outcomes. Learn to wield influence authentically, creating a workplace culture that thrives on collaboration and shared success.

**Spring 2024 Dates: Jun. 10, Jun. 17, Jun. 24**

**Fall 2024 Dates: Oct. 7, Oct. 14, Oct. 21**

### Power Skills

Organizations require that leaders possess the EQ competencies that enable you to thrive in a complex environment. These "power skills" are essential but are rarely taught. In this Course, learners will acquire an awareness of how to define and present their professional brand, become adept at giving and receiving feedback, and incorporate your connections into your workflow.

**Spring 2024 Dates: Jul. 8, Jul. 15, Jul. 22**

**Fall 2024 Dates: Nov. 4, Nov. 11, Nov. 18**

## WHO SHOULD TAKE THESE COURSES

Where existing and emerging leaders get the skills to move into the next levels of management through **effective, confident leadership**. Your leaders will develop competencies to:

- **Exhibit strengths-based leadership**
- **Clarify vision, values, and purpose**
- **Manage professional brand and outward perceptions**
- **Self-advocate**
- **Navigate corporate dynamics and manage up**
- **Incorporate feedback—both give and receive**



If you are looking for a great opportunity to receive very deliberate feedback, improve your networking skills, or change the way you look at negotiation, this course is right for you.

– Intrapreneurial Leadership Graduate, Design, Comcast

## TRACK

# HUMAN INNOVATION IN AN AI WORLD

## LEVERAGING TECHNOLOGY

Courses in the Human Innovation in an AI World Track are designed to engage leaders in the possibilities of AI, along with its impact on our professional and personal lives. By better understanding the opportunity AI presents, you can leverage these tools to drive innovation, make sound decisions, pivot quickly, and think critically. Knowing how to integrate AI into your workflow is a critical skill of today and tomorrow. The three standalone Courses empower your company's leaders to cultivate the skills and mindset needed to confidently navigate the changes AI is bringing to your roles. Participants will become AI change champions, able to confidently lead your teams into the future.

### COURSE DETAILS

Three Courses, each comprised of three 105-minute sessions  
Course Class Size: Up to 25 individuals  
Course Tuition: \$1,750 per Course

### COURSE DETAILS

Tuition: \$1,750 per Course

#### Introduction to AI

Over three sessions, we will explore key AI terms, concepts, and influencers, as well as the history, present, and future of AI development. You will walk away better prepared to talk to AI with your teams and have a foundation to apply AI in your role or maybe in a whole new way – generating new revenue or reducing cost for your company.

**Spring 2024 Dates: May 9, May 16, May 24**

**Fall 2024 Dates: Sept. 12, Sept. 19, Sept. 26**

#### Responsible AI, Ethics, DEI, and Generative AI

Responsible AI, Ethics, and DEI with application through GenAI will take you on a three-session journey starting with the role of government in the U.S. and globally and ending with practical applications. Key take aways will include an AI Principles list you can apply personally or within your company.

**Spring 2024 Dates: Jun. 6, Jun. 13, Jun. 20**

**Fall 2024 Dates: Oct. 10, Oct. 17, Oct. 24**

#### AI Tools and Practical Applications

AI encompasses thousands of practical applications and is poised to become increasingly integrated into various aspects of our lives in the coming months and years. Explore Generative AI today in a hands-on approach while also discussing the impacts AI has on our business and personal lives.

**Spring 2024 Dates: Jul. 11, Jul. 18, Jul. 24**

**Fall 2024 Dates: Nov. 7, Nov. 14, Nov. 21**

## WHO SHOULD TAKE THESE COURSES

Existing and emerging leaders, from any part of the organization. Your leaders will develop competencies to:

- Provide a baseline understanding of AI
- Develop a toolkit to lead your team through changes
- Enhance critical thinking in the AI space
- Influence change by building consensus and advocates
- Navigate responsible AI principles and the impacts on DEI
- Mitigate innovation risks by understanding the technology

64%

of business owners believe AI has the potential to improve customer relationships.

- Forbes



**LEARNING SPRINTS**  
**Intrapreneurial Skills Your Leaders Will Use Today**

In an evolving, skills-based landscape, nurturing intrapreneurship within teams is essential. Our online, self-paced Sprint learning method enables our partners to scale intrapreneurial concepts at all levels with manageable, micro-learning experiences. By extracting key learning concepts from six of our twelve Courses, learners are engaged and energized with relevant, immediately useful information.

SPRINT COURSES	DESCRIPTION
<b>Workplace Politics</b>	Workplace politics, often thought of something to avoid, really boils down to how you get and utilize influence within an organization. Learn how to build and wield influence authentically, creating a workplace culture that thrives on collaboration and shared success.
<b>Power Skills-Giving and Receiving Feedback</b>	In this Sprint, you will learn about the importance of feedback, types of feedback, triggers to avoid, and best practices. You will also understand how to give feedback in a way that the recipient can absorb and utilize it.
<b>Business Storytelling</b>	It's not enough to have good ideas. You must be able to talk about them in a way that engages specific audiences, recruits advocates, and influences decision-makers. Learn how to weave your idea into an impactful story that connects with your audience and gains their trust.
<b>The Agility COMPASS</b>	Capitalize on the possibilities that unplanned changes present. This course introduces the Agility COMPASS: Culture, Optimize Connections, Means, Prioritization, Articulate, Study, and Shift that equips you to navigate unexpected situations, fine-tune your responses, and leverage the possibilities that change presents.
<b>Thriving in the Times of VUCA</b>	Navigate through unexpected changes using the VUCA framework, which stands for Volatility, Uncertainty, Complexity, and Ambiguity. Learn more about the unforeseen changes and strategies to manage them effectively, driving optimal business results.
<b>Introduction to AI</b>	AI significantly influences both our professional and personal lives. Gain a deeper understanding of crucial AI terms and ideas, and grasp the potential opportunities that AI offers.

# INTRAPRENEURSHIP ACADEMY

## Intrapreneurial Skills for Immediate Use

Corporate leaders who think like business owners are key assets because they have their eye on the things that matter most to modern organizations—from new technologies to diversity, from fresh trails to blaze to the most cutting-edge ways to lead. With our customizable micro-learning modules across four Tracks, Intrapreneurship Academy creates a new way to learn that works with busy schedules and gives learners skills that can be put to work right away.



COURSES	FULL DAY MASTERCLASS	HALF DAY MASTERCLASS	SPRINTS	WEBINARS
<p>12 Courses comprised of three 105-minute virtual, interactive applied learning Sessions</p> <p>Up to 25 individuals</p> <p>\$1,750 per Course</p>	<p>6-7-hour, in-person, interactive workshop</p> <p>Up to 20 individuals</p> <p>\$11,000 per Masterclass + Facilitator T&amp;E</p>	<p>2.5-3.5-hour, in-person or virtual, interactive workshop</p> <p>Up to 20 individuals</p> <p>\$8,500 per Masterclass + Facilitator T&amp;E</p>	<p>90-minute asynchronous, online learning modules*</p> <p>\$299 per Sprint</p> <p>*Available for six of the twelve Courses</p>	<p>60-minute, online Webinar</p> <p>\$3,500 per Webinar</p>



For more information, contact:

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## INTRAPRENEURSHIP ACADEMY



Final confirmation of courses, classes, and number of seats will be made once payment is received. Attendee class changes may be made up to 30 days prior to the start of a class and we will be as flexible as we can to accommodate changes. You may also shift to a different course or class 60 days prior to any class start date. All seats must be used within the same year they were purchased.