



**HIGH BRIDGE**  
ACADEMY

*Consulting Bootcamp: Module 3*

# Consulting Leadership School

Propel Your Path to Leadership in Consulting

[Contact us for details](#)



# A TEAM OF STARS

FULLY FOCUSED ON YOUR SUCCESS

**60+**  
Ex-McKinsey,  
Bain, & BCG  
consultants



**Flavio Soriano**  
Ex-McKinsey



**James Piazza**  
Ex-BCG



**Jeanette Maserumule**  
Ex-McKinsey



**Afonso Rauh**  
Ex-Bain



**Michael Ruske**  
Ex-BCG



**Christal Wang**  
Ex-Bain



**Selçuk Sabuncu**  
Ex-McKinsey



**Jason Cohen**  
Ex-Bain



**Adriano Paez**  
Ex-Bain



**Gautam Patil**  
Ex-BCG



**Faith Chaibva-King'ori**  
Ex-McKinsey



**Bruno Ferreira**  
Ex-Bain



**Bruno Dias**  
Ex-BCG



**Bruno Costa**  
Ex-McKinsey



**Tommaso Quagli**  
Ex-BCG



**Olga Nissen**  
Ex-McKinsey



**Julia Pomerantz**  
Ex-McKinsey,  
BCG



**Juliane Hoss**  
Ex-McKinsey



**Larissa dos Santos**  
Ex-Bain



**Vitor Sanches**  
Ex-Bain



**Nemanja Babic**  
Ex-Kearney

**More About the Faculty**



High Bridge does not guarantee any specific Faculty member in a given edition of the bootcamp, but the instructors will always have a background in a top consulting firm.

# Consulting Leadership School



⊕ Your True North | Career Planning

REFLECT

PREPARE

PRACTICE

## Leadership Skills

- Setting Up Team for Success
- Facilitating Meetings
- Decision-Making Biases
- Delegating
- Leveraging Individual Spikes
- Managing Stress
- Reviewing Deliverables
- Managing Client Expectations
- Situational Leadership
- Motivation & Performance
- Downward Feedback

Launching June 2023



*“Shining as a consulting manager takes a whole different skillset than that of associates”*

**Flavio Soriano, Founder**

**WHEN**  
12 to 30 months after joining the firm

# Module 3 Consulting Leadership School

Paris/ Berlin time	DAY 1 SAT June 29	DAY 2 SAT July 6	DAY 3 SAT July 20	DAY 4 SAT July 27	DAY 5 SAT August 10	DAY 6 SAT August 17	DAY 7 SAT August 31	DAY 8 SUN September 7
13:00	Bootcamp orientation							
14:00	Setting Teams Up for Success	Reviewing Deliverables	Business Storytelling	Project Management	Managing Clients	Decision-Making Biases	Facilitating Meetings	Negotiation
15:00		Break	Break	Break	Break	Break	Break	Break
16:00	Break	Reviewing Deliverables	Business Storytelling	Stress Management	Managing Up	Performance Management & Feedback	Faculty Q&A	Graduation
17:00	Delegating							
18:00								
19:00								

1. The curriculum & any individual workshop can still be changed

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## Setting Teams Up for Success

 120 min

### Why do I need this?

- Starting off on the right foot can make or break a project
- Kicking off a project well requires planning and finesse
- Small steps taken at the beginning of the project can save you major headaches later

### Example Skills

- Taking advantage of individual team member strengths while managing weaknesses and risks
- Aligning the team and providing transparency on the project
- Making your team feel heard and included especially during tough times

### Bonus



- Optimizing team satisfaction engaging with soft skills and your EQ
- Effective communication to reach all styles and personalities

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## Delegating & Reviewing Deliverables

 360 min

### Why do I need this?

- Doing all the work yourself doesn't cut it when you are leading
- There is definitely a "wrong" way of delegating, you need to know how to do it right
- Reviewing deliverables is one of the main ways managers can add value to the project

### Example Skills

- Mastering delegation with the Competence-Confidence Matrix to optimize team performance
- De-risking strategies depending on the team and task
- Using the Onion system to meticulously review and improve deliverables

### Bonus



- Learn how to apply the "AIM" methodology to skyrocket your team's performance
- Apply proven strategies to overcome review fatigue and ensure nothing slips under the radar
- Use the Super Onion when time is short for a full review

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## Business Storytelling

 240 min

### Why do I need this?

- Delivering presentations that have an impact on the audience is a fundamental task for a leader
- Effective stories are essential to ensure clarity, persuade and improve memorization

### Example Skills

- Understand the Audience, Intent and Message of a story
- A structured approach to write a logical and effective story
- How to tell a story with data and charts

### Bonus



- The SCQA (Situation-Complication-Question-Answer) framework
- Using the Action Titles to tell a story
- How to choose the best chart for your data



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## Project Management

 120 min

### Why do I need this?

- Consulting rotates around fast paced projects
- As a leader, knowing how to manage a project effectively can make a huge difference in the quality of your work

### Example Skills

- Useful tools to manage a project
- Planning the initial phases of a project to ensure smooth execution and efficiency

### Bonus



- Creating a project proposal
- Best practices for check-ins and check-outs
- What to do when the project drifts off course



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## Managing Stress

 120 min

### Why do I need this?

- Learn how to take advantage of pressure while minimizing stress
- Active stress management goes way beyond breathing exercises
- It's not only about managing your stress levels – you have a team now!

### Example Skills

- Recognizing stress triggers early
- Pre-empting unnecessary sources of stress
- Applying MBTI to pre-empt and manage stress
- Getting back in control in crisis situations

### Bonus

- Mindsets to keep a balanced and sustainable work rhythm
- Redefine what success means for a more fulfilling career

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## Managing Clients

 120 min

### Why do I need this?

- Client situations tend to be dynamic requiring you and your team to adapt
- Critical part of value delivery beyond the actual insights
- Key to developing strong professional relationships

### Example Skills

- Sharing updates, including bad news, with clients
- Learning to map and engage with client stakeholders
- Responding to scope creep professionally and protecting the relationship
- Empathizing with clients without owning their constraints

### Bonus



- Manage gatekeepers in client organizations
- Read early signs of unspoken dissatisfaction

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## Decision-Making Biases

 120 min

### Why do I need this?

- Clients and team members are humans, no hyper rational machines, so critical to know how they make decisions
- Biases are pervasive in teams and clients alike resulting in costly mistakes

### Example Skills

- ‘Bullet proof’ your team against poor decisions
- Developing truly original thinking which challenges existing biases
- Learning to influence client decisions and outcomes
- Learning trust building measures to build relationships

### Bonus



- Set up decision-making processes to fight biases
- Diagnose your own decision-making biases

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## Performance Management & Feedback

 120 min

### Why do I need this?

- High performance from all team members is crucial for small team's success
- Feedback is the single most important driver for growth

### Example Skills

- Recognizing the patterns that should trigger feedback
- Framing feedback the best way
- Keeping track of past feedbacks and assessing team members' development

### Bonus



- Understand the natural cycle of motivation
- Reward performance without unintentionally killing motivation

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## Facilitating Meetings

 240 min

### Why do I need this?

- Reaching the maximum potential of a meeting requires skillful orchestration of the participants
- Poorly run meetings destroy productivity and motivation

### Example Skills

- Setting up the meeting for success
- Building agendas collaboratively
- Leading with questions
- Applying divergent and convergent thinking techniques

### Bonus



- Capture and provide post-meeting feedback
- Adopt continuous improvement practices to meetings

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## Negotiation

 120 min

### Why do I need this?

- Whether with clients, team and other stakeholders it is hard to see one workday without a negotiation
- Negotiating well and fast ensures better outcomes for your firm, your client and yourself

### Example Skills

- Clarifying everyone's BATNA (Best Alternative to Negotiated Agreement) to assess negotiation power
- Surfacing hidden interests that can be leveraged in negotiations

### Bonus



- Planning the negotiation ahead
- Using silence effectively
- Using logical and emotional appeal



# Our Reviews Speak For Themselves



Our Students are  
**DELIGHTED** with  
the Bootcamp



High Bridge Academy

4.9  170+ Reviews



High Bridge Academy

Reviews 300+ Excellent

4.9 





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