



**HIGH BRIDGE**  
ACADEMY

*Consulting Bootcamp: Module 3*

# Consulting Leadership School

Propel Your Path to Leadership in Consulting

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# High Bridge has a global Faculty of ex-McKinsey, Bain and BCG consultants

60+

ex-McKinsey,  
Bain and BCG  
Faculty

A world map with pins indicating the locations of 60+ ex-McKinsey, Bain, and BCG consultants. Each pin is accompanied by a portrait and the name of the consultant, along with their former company affiliation (McKinsey & Company, Bain & Company, or BCG).

- North America:** Nemanja Babic (McKinsey & Company), Jason Cohen (Bain & Company), Tommaso Quagli (BCG), Olga Nissen (McKinsey & Company), Michael Ruske (BCG), Flavio Soriano (McKinsey & Company), Selçuk Sabuncu (McKinsey & Company), Rawan Dgheim (Bain & Company), Rahul Kanodia (McKinsey & Company), Gazal Gupta (McKinsey & Company), Galang Ramadhan (BCG), Anrian Tamba (McKinsey & Company).
- South America:** Christal Wang (Bain & Company), Guillem Rojo (BCG), Bruno Dias (BCG), Diana Ostos (McKinsey & Company), Andres Pulido (BCG), Benjamin Solins (McKinsey & Company), Adriano Paez (Bain & Company), Vitor Sanches (Bain & Company), Alessandro Gagliardi (BCG).
- Europe:** Daniella Mallard (McKinsey & Company), Bruno Ferreira (Bain & Company), Shailesh Sharda (BCG), Franco Borgonovo (BCG), Alberto Nebuloni (BCG), Adriane Hauer (McKinsey & Company), Juliane Hoss (Bain & Company), Brendan Mullen (Bain & Company), Faith Chaibva-King'ori (McKinsey & Company), Jeanette Madinoge (McKinsey & Company).
- Asia:** Mridul Arora (McKinsey & Company), Gautam Patil (BCG), Ashu Airan (McKinsey & Company).

More About the Faculty

# Module 3

## Consulting Leadership School

LIVE COURSE

REFLECT

PREPARE

PRACTICE

### Leadership Skills



Setting Teams Up for Success



Managing Stress



Performance Management & Feedback



Delegating



Managing Clients



Facilitating Meetings



Reviewing Deliverables



Managing Up for Managers



Negotiation



Business Storytelling



Decision-Making Biases



Project Management



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

**Flavio Soriano, Founder**

# Module 3 Consulting Leadership School

Paris/ Berlin time	DAY 1 SAT OCT 11	DAY 2 SAT OCT 18	DAY 3 SAT OCT 25		DAY 4 SAT NOV 8	DAY 5 SAT NOV 15	DAY 6 SAT NOV 22		DAY 7 SAT DEC 6	DAY 8 SUN DEC 13
13:00	Bootcamp orientation									
14:00	Setting Teams Up for Success	Reviewing Deliverables	Business Storytelling	B R E A K	Project Management	Managing Clients	Decision-Making Biases	B R E A K	Facilitating Meetings	Negotiation
15:00		Break	Break		Break	Break	Break		Break	Break
16:00	Break			W E E K				W E E K		
17:00	Delegating	Reviewing Deliverables	Business Storytelling		Managing Stress	Managing Up For Managers	Performance Management & Feedback		Faculty Q&A	Graduation
18:00										
19:00										

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 on

### Example Skills

- Taking advantage of individual team members' 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 by engaging with soft skills and your EQ
- Effective communication to reach all styles and personalities

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## Delegating

 120 min

### Why do I need this?

- Doing all the work yourself doesn't cut it when you are the leader
- There is definitely a "wrong" way of delegating, it is important to know how to do it right

### Example Skills

- Mastering delegation with the Competence-Confidence Matrix to optimize team performance
- De-risking strategies depending on the team and task

### Bonus



- Learn how to apply the "AIM" methodology to skyrocket your team's performance

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## Reviewing Deliverables

 240 min

### Why do I need this?

- Reviewing deliverables is one of the main ways managers can add value to the project
- Without the proper techniques, there is a lot of room for shortcomings and time wasting

### Example Skills

- Using the Onion system to meticulously review and improve deliverables
- Balance review time per level of the Onion to focus on the priorities

### Bonus



- 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 revolves 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 leverage pressure while minimizing stress
- Active stress management goes way beyond breathing exercises
- It's not just about managing your own 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

### Bonus



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

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## Managing Up For Managers

 120 min

### Why do I need this?

- Your most important stakeholder is your direct manager – in Consulting these are the Partners
- Proactively seeking alignment and influencing Partners improves your results and decreases your workload

### Example Skills

- The direct and indirect benefits of managing up
- Identifying the different types of managers and dealing with them

### Bonus



- Checklist to reveal a Partner's hidden agenda
- The pillars of persuasion

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## Decision-Making Biases

 120 min

### Why do I need this?

- Clients and team members are humans, not hyper-rational machines, so it is critical to know how they make decisions
- Biases are pervasive in teams and clients alike, resulting in costly mistakes

### Example Skills

- 'Bulletproofing' 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 teams to succeed
- Feedback is the single most important driver for growth

### Example Skills

- Recognizing the patterns that should trigger feedback
- Framing feedback in the best way
- Keeping track of past feedback 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 members or other stakeholders it is hard to see out one workday without negotiation of some sort
- Negotiating well and quickly ensures better outcomes for your firm, your client and yourself

### Example Skills

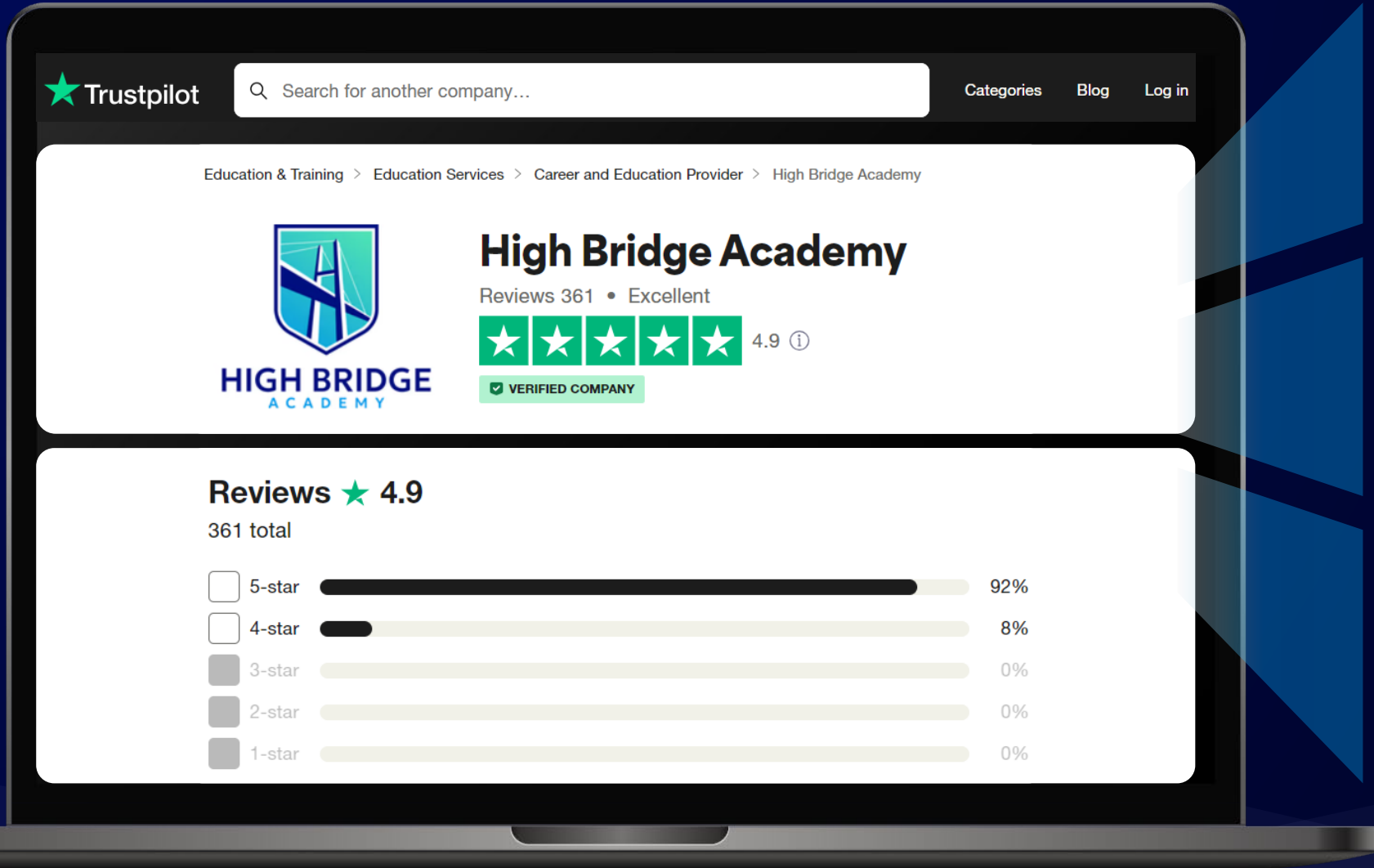
- Clarifying everyone's BATNA (Best Alternative to Negotiated Agreement) to assess negotiation power
- Surfacing hidden interests that can be leveraged in negotiations

### Bonus



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

# Check Our TrustPilot Reviews



**Pooja**  
1 review @ US

★★★★★ A day ago

**Amazing experience**

What sets High Bridge apart is their real-world focus—they don't just teach theory but give you practical tools you can immediately apply.

**Date of experience:** September 27, 2024

**André Lomonte Figueiredo**  
1 review @ BR

★★★★★ 4 days ago

**Amazing time with High Bridge**

I had a very great experience with High Bridge Academy. I learned a lot about case interviews and personal fit for consulting firms. Now, I'm much more confident and prepare to get an offer from an MBB firm as McKinsey, like my dream.

**Date of experience:** September 23, 2024

**Akash Mehrotra**  
1 review @ US

★★★★★ A day ago

**I would recommend this course who want to be critical thinker and crack consulting interviews**

I would recommend this course who want to do something different from their daily routine job and enhance their skillset, business acumen, and really wanted to crack the consulting interviews. The course is well structured, comprehensive and MECE.

**Date of experience:** September 26, 2024

SEE MORE



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