



Enabling Workforce Transformation



Emeritus partners with organizations to transform talent into a driver of business performance—operating at the intersection of global academic excellence and enterprise execution.

Through deep collaborations with over 85 leading universities across United States, Europe, Latin America, Asia and India, Emeritus translates frontier research and faculty insight into applied learning journeys aligned to strategic priorities, while making high-quality education accessible and affordable.

By uniquely integrating enterprise context, workforce capability, and world-class intellectual capital, Emeritus embeds measurable capability that drives sustained organizational advantage.

GLOBAL PRESENCE AND IMPACT

2100+ employees across 20+ global locations



85+

Global Partner Universities

1,400+

Thought Leaders

500,000+

Leaders upskilled and empowered



Why Global Enterprises Choose Emeritus



THE ORGANIZATIONS THAT OUTPERFORM TOMORROW ARE INVESTING IN CAPABILITIES TODAY.

Organizations partner with Emeritus to solve strategic capability challenges. We architect customized learning solutions that bridge the gap between today's workforce and tomorrow's business priorities, ensuring learning translates into organizational performance.

BUILDING FUTURE-READY TALENT, LEADERSHIP, AND CULTURES

LEADERSHIP PIPELINE

Build a bench that can operate at scale and under ambiguity

*Most leadership development stalls at inspiration. We design multi-phase journeys that move leaders from **self-awareness** through strategic decision-making to **enterprise stewardship**—with assessment, coaching, and applied projects embedded at every stage.*

DIGITAL & AI CAPABILITY

Equip your workforce for AI, data, and digital at enterprise speed

*The gap between AI strategy and organizational capability is widening. We deploy **role-specific digital academies**—from AI literacy for senior leaders to applied machine learning for technical teams.*

CHANGE & TRANSFORMATION

Give transformation programs the behavior change to stick

*Transformation fails when capability doesn't match ambition. Emeritus partners with enterprises **to build the leadership behaviors, change management skills, and functional competencies** needed to execute against restructuring, M&A integration, or market pivots.*

FUTURE ROLE READINESS

Prepare first-time and mid-level managers to lead from day one

*The shift from individual contributor to people leader is where most organizations lose productivity and talent. We design **structured upskilling academies** that combine self-assessment, peer learning, coaching, and real-time application.*

Emeritus Enterprise partners with organizations to **build future-ready workforces** by designing **capability transformation journeys** aligned to business strategy.

IMPACT CREATED

92%

Executives believe the program positively impacted their professional development

90%

(out of the 92% that perceived impact)

Executives saw impact within one year after completing the program

89%

Executives saw a positive impact within their organization

Online Enrollment Programs For Executives



Our open enrollment programs help executives build the capabilities needed to advance their careers, strengthen existing skills, and stay ahead in a rapidly evolving business landscape.

Delivered in collaboration with leading global universities, these programs make world-class executive education accessible from anywhere in the world.

Duration:
6-24 weeks
2-3 hours/week

Online experience,
fits your schedule

Designed for
executives across
all levels

Individual level
upskilling

Certificate from a
global university

LIVE TEACHING WITH
PRACTITIONERS



CONTENT FROM LEADING
GLOBAL B-SCHOOLS



PEER
LEARNING



PROGRESS
TRACKING



MODULAR
STRUCTURE



ROBUST PROGRAM
SUPPORT



APPLICATION & REFLECTION
BASED LEARNING



CASE STUDIES & INDUSTRY
EXAMPLES



**THE EMERITUS
EXPERIENCE**

SOME OF OUR BEST-SELLING PROGRAMS



Senior Executive Programs For Leaders



Our hybrid C-suite and role-specific programs for senior executives offer global perspectives and prepare leaders for succession. These programs provide a flexible learning format to accommodate the busy schedules of top talent.

Duration:
6-9 months+
4-5 hours/week

Blend of offline & online experience

Designed for CXOs & C-1 Successors

Leadership focused upskilling

Certificate from a global university

WORLD-CLASS LEARNING EXPERIENCE FOR A LEADER



Blend of asynchronous faculty lectures, live online learning & classroom experience



Online electives offered as open enrollment



Case studies & industry examples



Focus on building individual brand capital, intellectual capital & social capital



Global community and peer learning circles

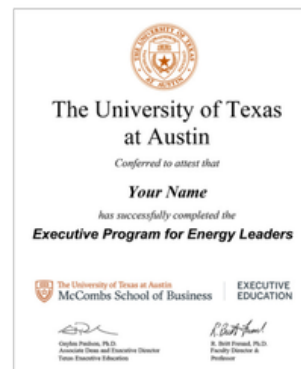


Immersion at the end of the program



Select programs offer alumni status/benefits

SOME OF OUR BEST-SELLING PROGRAMS



Our Approach to Creating A Customized Journey



Our team designs and delivers bespoke learning journeys that support the talent development needs of individuals, teams, and organizations. Our approach to learning begins with a rigorous needs assessment and a design discussion.

We apply regional expertise and employ modular program architecture—enabling organizations to build flexible, hyper-customized, and scalable solutions that drive measurable outcomes.

**Duration:
Bespoke**

**Blend of offline &
online experience**

**Designed for
enterprise-wide
transformation**

**Customized to the
sector, role,
geography of the
organization**

**Certificate from the
organization and
global universities**

700+

**Organizations
Transformed**

1500+

**Custom Learning
Journeys Designed
and Delivered**

200K+

**Executives Upskilled
Through Customized
Learning Journeys**

OUR METHODOLOGY

DIAGNOSE

Map capability
gaps to business
priorities

ARCHITECT

Design a multi-
modal learning
journey

DEPLOY

Deliver at scale
across geographies
and seniority levels

MEASURE

Track behavior
change, capability
uplift, and business
impacts

ELEMENTS OF OUR LEARNING JOURNEYS



Discussion
Boards on Online
Program Portal



Delivered
In-class, Online
or Virtual LIVE



Individual
& Group
Assignments



Faculty
Office Hours



Simulations



Coaching and
Mentorship



Polls /
Quizzes



Access to
Business School
Video Library



Action Learning
Projects

To accelerate workforce transformation, a major technology services provider partnered with Emeritus to build the capabilities required for its next generation of business leaders.

Designed for Directors and Senior Directors, the program enabled leaders to transition from operational management to strategic leadership, equipping them to drive business performance and cross-functional impact.

LEARNING JOURNEY FOR SENIOR LEADERS

70+
PARTICIPANTS
PER COHORT

2 COHORTS

6-WEEK

ONLINE PROGRAM,
LIVE SESSIONS &
SIMULATION

Northwestern | Kellogg

Business Strategies for Growth: Fewer, Bigger, Bolder Program

Module 1: Growth Strategy Overview

Module 2: Discovery - Search for Growth

Live Session 1 with Subject Matter Expert: Strategizing in an ever-changing world

Module 3: Strategy & Rallying Cry—Picking your bets and rousing your troops

Module 4: People - Unleash your potential

Live Session 2 with Subject Matter Expert: Leading High Performing Teams

Module 5: Execution, Organization and Metrics

Module 6: Bringing it all together

Simulation + Debrief Session with Subject Matter Expert: Strategizing in an ever-changing world

In Person Conference:

- Strategic Collaboration: The Art of Alliances
- Transformational Leadership
- CXO Interaction with Industry Leader

OVERALL PROGRAM FEEDBACK



Participants were awarded certificates from Northwestern Kellogg and Emeritus.

The client was awarded GOLD at a Future Skills award show for the program's impactful design and ROI generated.

Global Beverage Organization

To build a future-ready leadership pipeline, a global beverage organization partnered with Emeritus to design and deliver differentiated leadership journeys for leaders at every stage of their career.

The multi-tiered program equipped mid-level leaders, leaders, and country leaders with the capabilities needed to drive greater strategic impact, with each journey customized to the responsibilities and priorities of its audience.

MULTI-TIERED LEARNING JOURNEY

80 MANAGERS
40 LEADERS
12 COUNTRY HEADS

18 WEEKS

ONLINE PROGRAM, LIVE SESSIONS
SIMULATION & CAMPUS IMMERSIONS

Accelerate Program FOR MANAGERS

 **Columbia Business School**
AT THE VERY CENTER OF BUSINESS™
EXECUTIVE EDUCATION

6 Modules from
Leadership: People, Teams and
Organization Program

2 Live Sessions
with Expert Faculty by Emeritus
Topic: *Knowing the Business Cold*

1 Live Session
with Expert Faculty by Emeritus
Topic: *Leading with a Coaching Mindset*

2 Live Sessions
with Expert Faculty by Emeritus
Topics: *Leading Collaborative Organizations,
Networking Organizations*

Leadership Simulation

2 Live Sessions
with Expert Faculty by Emeritus
Topics: *Data-Driven Decision Making, Making A Case
for Data*

Data Analytics for Strategic Decisions
Simulation

Fireside Chat

Up to 65% of participants noticed a
significant improvement across
focus areas

Advance Program FOR LEADERS

 **MIT MANAGEMENT**
EXECUTIVE EDUCATION

5 Modules from
Leading Organizations and
Change Program

2 Live Sessions
with Expert Faculty by Emeritus
Topic: *Knowing The Business Cold*

1 Live Session
with Expert Faculty by Emeritus
Topic: *Complex Problem Solving*

1 Live Session
with Expert Faculty by Emeritus
Topics: *Becoming an Impactful Storyteller*

1 Live Session
with Expert Faculty by Emeritus
Topic: *Demystifying Executive Presence*

1 Live Session
with Expert Faculty by Emeritus
Topic: *Bringing It All Together*

Fireside Chat

80% participants noted significant
improvement across focus areas:

Achieve Program FOR COUNTRY HEADS

 **UNIVERSITY OF
CAMBRIDGE**
Judge Business School
Executive Education

3 Modules from
Senior Management Program

Module 1:
An End-to-End Perspective on
Business at the Cambridge Campus

Module 2:
Coping with Flux Online

Module 3:
Utilizing the Levers of the Organization
at the Cambridge Campus

Individualized Personal Development
(IPPD) sessions

Network with other global
Fortune 500 Leaders

Select alumni benefits

Multiple participants from this
program have taken up next-level
management roles in the
organization

Participants received certificates from Columbia Business School, MIT Executive Education, or Cambridge Judge Business School depending on the chosen program and from Emeritus.

Participants appreciated the application-based exercises and requested more of these in future iterations of the programs by the client.

One of the Largest Conglomerate in the World

A well-known multinational conglomerate wanted to enable mid-level leaders to enhance their leadership skills and manage teams as they grow into larger roles. For this purpose, Emeritus developed an end-to-end leadership development journey that involved leading self & teams, business, and organization.

LEARNING JOURNEY FOR SENIOR LEADERS

A holistic journey designed to help leaders develop themselves and teams, develop business, and develop the organization. Characteristics to competency mapping done to build the program architecture.

640
PARTICIPANTS

10 MONTHS

ONLINE PROGRAM, LIVE SESSIONS &
INDIVIDUAL DEVELOPMENT PROJECTS

Program Launch: 360-Degree Pre-Program Assessment + MBTI Assessment + Personal Growth Lab

Leading Self & Teams - 2-Day In-Person Masterclass with Subject Matter Expert by Emeritus



6 Modules of Leadership: People, Teams and Organizations Program
Online | 8 Weeks

Project Check In + Individual Development Project Check In

Leading Business: 4-Day In-Person Masterclass with Subject Matter Expert by Emeritus



4 Modules of Strategy Is Innovation program
Online | 8 Weeks

Project Check In + Individual Development Project Check In

Leading Organization - 2-Day In-Person Masterclass with Subject Matter Expert by Emeritus



8 Modules of Digital Strategies for Business Program
Online | 10 Weeks

Project Check In

360-Degree Post-Program Assessment Project Presentation

OVERALL PROGRAM FEEDBACK



Program renewed for multiple years and for multiple cohorts since 2017.

100% completion rate across cohorts.

Market-Leading Credit Union

A leading credit union sought to empower its Vice Presidents to navigate rapid shifts in digital banking, evolving member expectations, and financial technology innovation while strengthening enterprise-wide leadership capabilities.

The customized learning journey crafted by Emeritus empowered these leaders to broaden their enterprise perspective, strengthen cross-functional influence, and confidently lead in a rapidly evolving business environment.

EXECUTIVE IMPACT PROGRAM

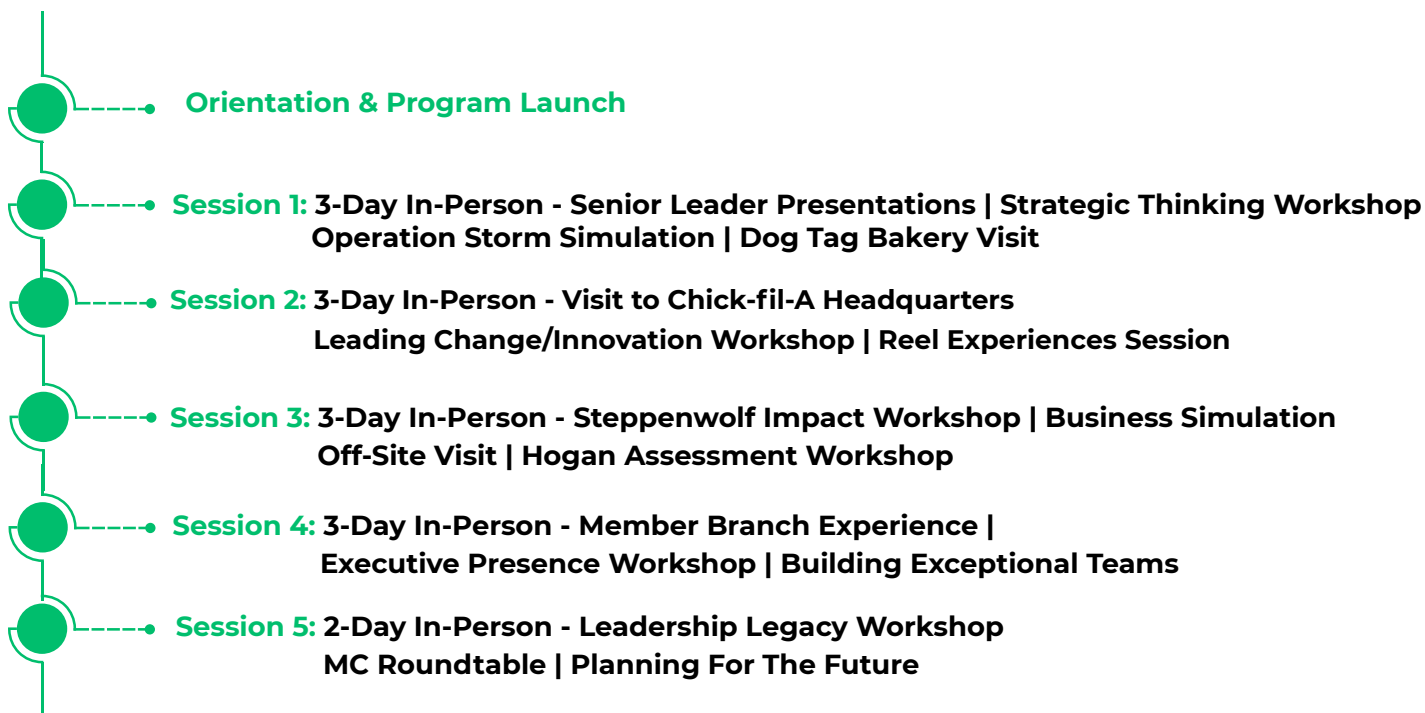
15
PARTICIPANTS

9 MONTHS

5 CUSTOMIZED SESSIONS, COMPANY
VISITS, WORKSHOPS & ASSESSMENTS

This strategic leadership development program was thoughtfully designed to prepare Vice Presidents (VPs) to potentially assume broader, enterprise-wide responsibilities.

Tailored to the development needs of the eligible VP population, the program emphasized immersive learning through expert-led sessions, hands-on experiences, and networking opportunities.



OVERALL PROGRAM FEEDBACK



100% Participant Satisfaction Score (participants answering
satisfied and very satisfied)

95%

of participants believed that the
program addresses challenges VPs
currently face in their role

98%

of participants said they are confident
in their ability to apply what they
learned to their work

As AI reshapes every major economy, global competitiveness increasingly depends on how effectively organizations adopt and scale AI across their workforce and leadership. AI has emerged as the critical enabler of productivity growth, economic resilience, and long-term competitiveness—not just in a handful of leading markets, but worldwide.

Governments across major economies are treating this as a national priority: from the US AI Action Plan to the EU's Digital Europe Programme, Singapore's AI Singapore initiative, and India's national AI mission. Each prioritizing accelerated innovation, workforce readiness, and infrastructure investment to secure long-term technological leadership.

Success requires strategic AI adoption and comprehensive capability development across the global workforce and leadership—turning early experimentation into a durable, organization-wide advantage, regardless of geography.

88%

of organizations now use AI in at least one business function.

Src: McKinsey's The state of AI Report

63%

of employers already cite skill gaps as the key barrier they are facing

New job openings globally by 2030

78 Million

due to shifts in technology like AI, the economy, demographics, and the green transition

Src: WEF's Future of Jobs Report 2025

EMERITUS' AI CAPABILITY STACK

Emeritus enables enterprise AI transformation by building the capabilities organizations need to thrive in the AI era. Our customized AI capability journeys are designed around your business strategy, workforce maturity, and organizational context, empowering employees at every level to adopt AI confidently and translate it into measurable business impact.



WHAT TO BUILD

Empower leaders to leverage AI and emerging technologies to create a strategic road map for business growth.



HOW TO BUILD

Empower technical and product teams implement and use AI for building future-ready systems and innovative products or services.



LEAD IN UNCERTAINTY

Prepare leaders and teams for change, innovation, critical thinking and agility.

Who is Learning AI with Emeritus?



Leaders and teams across global organizations are upskilling in Artificial Intelligence with Emeritus' open enrollment certificate and senior leadership programs.

Overall enrollments

71,710

Most enrollments across

Infosys > accenture pwc Deloitte.



BANKING & FINANCIAL SERVICES

BANK OF AMERICA

JPMorganChase



HSBC

UOB

IT/ITES/ CONSULTING

amazon

Google



PHARMACEUTICALS

AstraZeneca



GSK



NOVARTIS

Pfizer

MANUFACTURING

SIEMENS

EATON



JOHN DEERE

TATA STEEL

A Global IT Services Organization

A global IT services company embarked on an enterprise transformation from a traditional BPM provider to an AI-first technology partner.

It wanted its Vice Presidents to evolve into credible AI transformation leaders and its Assistant Vice Presidents to move beyond operational excellence to shape AI-enabled business transformation across clients, teams, and service lines.

MULTI-TIERED LEARNING JOURNEY

340 VICE
PRESIDENTS
420 ASSISTANT VICE
PRESIDENTS

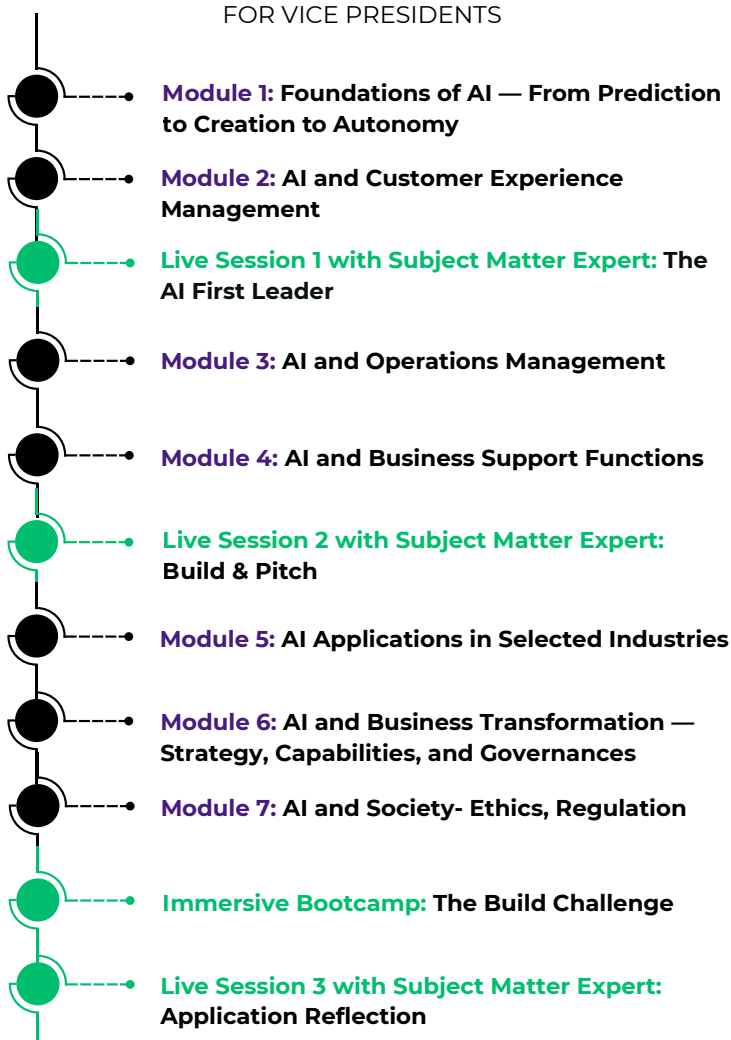
7-WEEK

ONLINE PROGRAM, LIVE SESSIONS &
BOOTCAMP

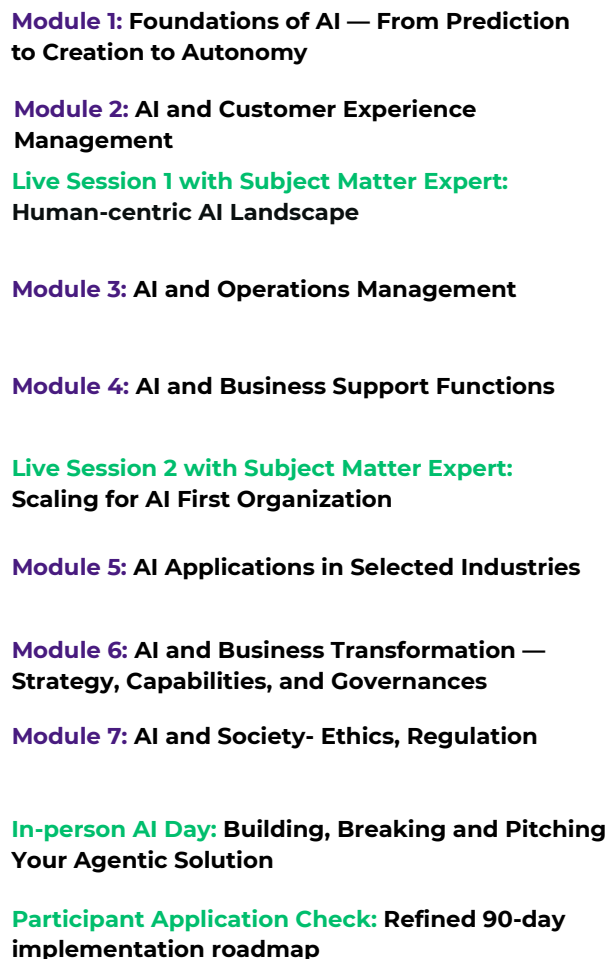
Northwestern | Kellogg

AI Strategies for Business Transformation: Generative and Agentic Intelligence

Ascend Program FOR VICE PRESIDENTS



Aspire Program FOR ASSISTANT VICE PRESIDENTS



48% increase in revenue from advanced technology*

OVERALL PROGRAM FEEDBACK



The organization ranked No. 16 globally among 61 organizations for its AI-First Workforce Learning and Enterprise Talent Development

Source: Emeritus Future Ready Series - Turning AI Strategy into Workforce Impact

As part of its workforce transformation strategy, a global Big 4 consulting firm partnered with Emeritus to build enterprise-wide AI capability across its Australia and New Zealand business.

AI UPSKILLING PROGRAM FOR SENIOR LEADERS

670
PARTICIPANTS

8 WEEKS

1 SELF-PACED COURSE

The eight-week online learning journey, delivered in collaboration with Kellogg Executive Education, equipped employees at all levels, including the CEO and senior leaders, with the practical AI skills needed to drive productivity, innovation, and AI-led business transformation

Northwestern | Kellogg

**8 Modules of the AI Strategies for Business Transformation Program:
Drive Innovation With Responsible AI**



“It was very interesting because it looked at different industries, thinking about how AI is used in wind turbines and how AI is used in marketing.”

“If we’re going to be trusted advisers and relevant in a world of AI, we’ve got to be at the forefront of the learning.”

An American conglomerate was in the midst of an enterprise-wide transformation to ensure AI is fully leveraged to drive innovation and productivity. To accelerate the transformation, the company wanted to develop its vice president plus the population of leaders via a custom-designed executive education learning solution.

The company identified that leaders are catalysts for widespread adoption of AI: when they role-model mindset shifts and embed AI into business priorities, they create the conditions for the entire workforce to follow.

AI LEARNING LABS FOR SENIOR LEADERS

100
PARTICIPANTS

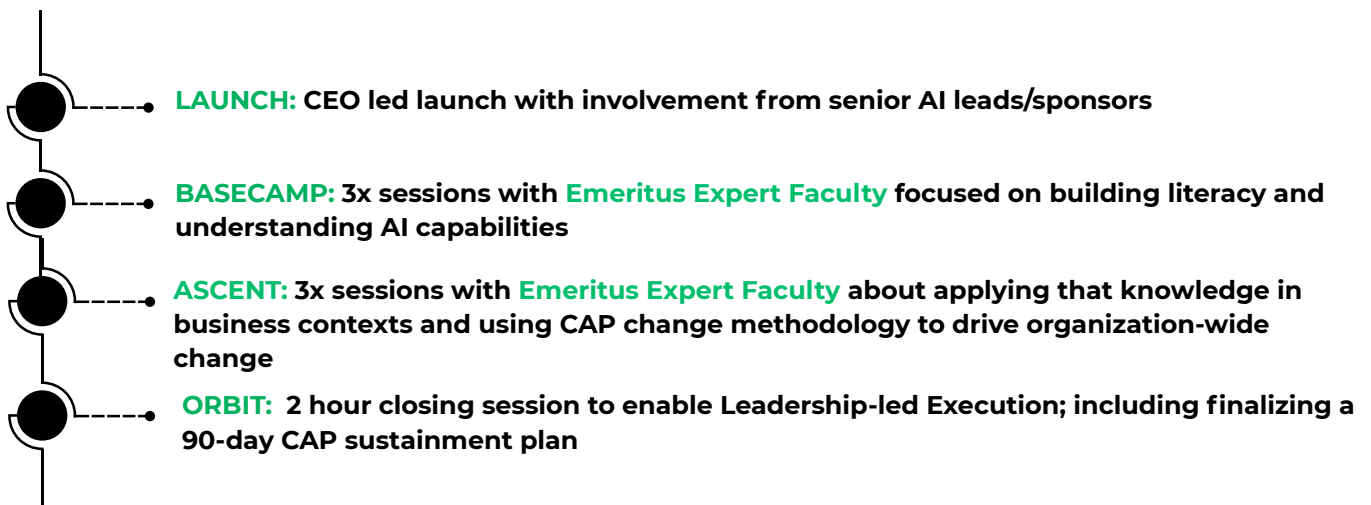
5 COHORTS

7 SESSIONS

Emeritus worked closely with the client to co-develop a 4-part learning journey for VPs. The **4Es** of **Engage, Explore, Experience, and Embed** set the framework for the 4-parts of the learning journey.

Senior leaders were expected to play significant roles in workshops, cascade knowledge and action plans to their teams, and model the behaviors required for successful AI adoption.

The CHRO also highlighted the importance of leaders knowing, feeling, and doing the right things to inspire and guide their teams through change.



AI Learning Labs successfully upskilled VPs, accelerating AI application and sponsorship by 19% and identifying over \$300k in annual savings.

Change Leadership Lift:

A 23 percentage point increase in VPs who are ready to actively lead AI-enabled change.

A 54 percentage point increase in VPs who feel equipped to lead change.

95% of VPs report they can now actively model the exact behaviors, prompt mentalities, and operational mindsets expected of an AI-enabled leader.



Deliver impactful learning and development outcomes for your organization, across levels and functions with **Emeritus Enterprise**. For more information, reach out to us at

enterprise@emeritus.org