

– HELPING LEADERS LEAD & ORGANIZATIONS SUCCEED –

EXECUTIVE COACHING

- Think *executive consulting* instead
- Actionable feedback on behaviors, performance and decision-making
- In-person 360 surveys establish a baseline

Client Example: Our clients include CEOs, CXOs and VP/Directors for manufacturing, services, energy and healthcare. Relationships, executive presence and decision-making are the most common coaching requests. Seventy percent of our clients sign up for additional support after their initial term. Group coaching available.

“Getting the best from your leadership team.”

LEADERSHIP DEVELOPMENT

- No lectures; Highly-interactive facilitated team sessions
- Reinforcement mechanisms for retention
- Succession planning and development and individual development plans

Client Example: We’re growing staff and senior leadership for an international contact center and providing process consulting for full-cycle talent management. Employee turnover is down 36%, and more importantly, profitability is up almost 30%. Similar engagements have been successful across financial, energy, healthcare, agriculture and non-profit sectors.

“Effective leadership is not about being liked; leadership is defined by results, not attributes.”

ORGANIZATIONAL EFFECTIVENESS

- Culture shifts start with leaders
- Employee engagement begins with engaged leadership
- Organizational structure and congruent processes allow success

Client Example: We recently completed a large organization redesign project for an upstream energy client. The objective was a structure and team that could withstand the volatility of the oil markets and the forever-cyclical nature of the industry. They continue to excel with little disruption and few fixed layoffs (a “win” for their industry).

“Engagement & Accountability: To preserve culture we must continue to create it.”