



THE LEADERSHIP EFFECT



DEVELOPING LEADERS.
DEVELOPING ORGANIZATIONS.

Leader Development

Few people dispute the vital importance of effective leadership in any organization. Whether it's compelling vision, decisive execution, or aligning and inspiring a team, the qualities that leaders bring to the table can make or break an organization's success. Why, then, do so many companies devote so few resources to helping their leaders develop the skills they need to play that role like a champion?

In some cases, it's due to a mistaken belief in the old adage that leaders are born, not made. While some people may be predisposed to leadership, excelling at it takes time and training to learn the right tools and how to apply them effectively and consistently.

In other organizations, they simply don't know how to put together all the pieces to produce successful, sustainable results. It's no small feat to design a systematic, multi-level leadership development plan that's tailored to meet the needs of both individual leaders and the organizations they serve.

That's where we come in. If yours is an organization that realizes capable leaders can learn the right tools to be effective... if you recognize the value of making an investment in developing the kind of leaders you can count on to produce consistent results ... then The Leadership Effect can help you chart the course for long-term, effective leadership development that will set you apart from the competition.



Leader Development Services

COACHING

One-on-one coaching is an excellent means to focus the development efforts of your leaders. Our intensive coaching process partners leaders with Ph.D.-level coaches who help develop a coaching plan, provide insight and expertise, and create accountability for developmental progress.

MENTORING

An experienced mentor can have an enormous impact on the development of a person's career. Yet few organizations take a systematic approach to leveraging the talents of their high-performing leaders in mentoring others who aspire to achieve similar success. We have the expertise to help you design a high impact program, train mentors and protégés, and assess the effectiveness of your mentoring program.

WORKSHOPS AND SEMINARS

Hands-on learning in interactive group sessions offers a high-impact, low-risk environment for practicing the skills and knowledge required for successful leadership. Our workshops and seminars deliver best-practice leadership techniques paired with practical application.

Experience our Difference

Our consultants have worked with a wide array of client organizations, from the *Fortune 50* to small businesses. We have developed leaders in both public and private sector organizations and have experience across a variety of industries (see below). Contact us to learn how our experience can help you maximize your leadership potential.

Client Industries

Aerospace • Consumer Products • Education • Financial Services • Law Enforcement • Manufacturing • Marketing • Pharmaceutical

Organization Development Services

STRATEGIC PLANNING

Navigating through challenging economic and market conditions requires strategic planning that's solid enough to give you an unshakeable foundation, and nimble enough to shift when the environment dictates a change. Working with the entire company or a single division, we can guide you through a strategic planning process that will give you the focus and flexibility you need to handle whatever comes your way. We can help you:

- Create a clear organizational vision and a guiding mission
- Identify strategic priorities to achieve the vision
- Develop implementation plans to align the organization around the mission

TEAMS OPTIMIZATION

Great teams don't just happen; they're created. Whether you need assistance in getting a new team up and running effectively, or you have a strong team that wants to get even better, it's not something you want to leave to chance. Our organization development team includes expert facilitators who bring a wide variety of tools and techniques to bear on team challenges. We work to assure team members develop a shared understanding of team goals and team process, which allow the team to function effectively.

ORGANIZATION ASSESSMENT & SURVEYS

Decisions are best made when sound data is available. Organizations don't make financial decisions based on hunches and assumptions, so why should they make management decisions without reliable data? Organizational Feedback Systems support organizational change and improvement initiatives by pinpointing areas of concern and identifying long term trends. We offer a full range of data gathering tools to enhance effective decision making in organizations. These tools include expertly designed and conducted web-based surveys, focus groups, and individual interviews.

PROGRAM EVALUATION

Whatever efforts you undertake to improve the performance of people in your organization, it's important that you take the time and use the right tools to answer an essential question – “Is it working?” Our development team has extensive experience in proven methods for scientific research and evaluation. We can help you discern both the positive impacts and needed improvements in your development initiatives.

COMPETENCY MODELS & PERFORMANCE MANAGEMENT

One of the best ways to drive consistent performance is through the use of competency models. A competency model defines the behaviors that lead to optimal performance for each role in an organization or function. We have helped clients design customized competency models that form the foundation of effective performance management systems, which are then used to set goals, monitor performance, and provide feedback.



When people work in perfect sync with one another, the results can be pure magic. When they don't, it is a nightmare. Most of the time, the challenge in getting employees on the same page with one another isn't due to hostility, poor work, or lack of effort and caring. Usually, it stems from factors like differences in work-styles, breakdowns in communication, inadequate understanding of what others have to face in doing their jobs, ineffective problem-solving techniques, and other group dynamics that can be remedied with the right kind of intervention.

The development techniques offered by The Leadership Effect are focused on increasing your organization's effectiveness through fact-based problem-solving, and self-development tools to help groups achieve excellence. Bottom line, we can help your teams:

- Be more proactive and less reactionary,
- Be more cooperative and less fragmented,
- Operate with valid information instead of conjecture, and
- Perform in a way that's consistent with the values of the organization.

Organization Development