**Situation:**

* You have an immediate need to develop leaders.

**Solution:**

* Our team of will create a scalable leader development programs for leaders in any-sized organization.

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| **Development**  **Options** | **Benefits for your High-Potential Talent** | **Benefits to your organization** |
| 1. **360 Degree Assessments** | * Assessment of strengths and developmental opportunities * Identify strengths, blind spots, critical competencies * Identify risky or potential derailing behaviors in current and future roles | * Assessment of high potential talent across broad spectrum of functions * Customized content for managers, emerging leaders, physicians, nurses, or teams * Immediate value for any-sized organization |
| **2. Feedback Session** | * Provide individual explanation and exploration of any assessment reports * Integrate feedback with internal planned development options | * Provide key themes and anonymized benchmark data for executive teams |
| **3. Leader Development Training** | * Customized leadership training designed to increase engagement, resilience or job satisfaction * Applies recent research in positive psychology for leaders in any sector * Demonstrates evidence-based best practices in   managerial performance | * Accelerate leader development of intact teams with managers and direct reports * Provide regular opportunities for consistent communication of executive vision, mission strategy and initiatives * 10 leaders, 3 days * Scalable for any location |
| **4. Talent Analytics** | * Apply descriptive and predictive analytics to any system of record data * Improve hiring effectiveness by providing feedback loop with current HR practices | * Capacity to predict performance, turnover risks, measure processes * Gather new, validated KPIs that inform decision making |
| **5. Executive Coaching**  (Internal & External) | * Provide confidential expert, external coaches for objectivity and development * Assess, challenge and support improved performance for select leaders * Measure desired behavioral changes in leaders * Invest in select leaders to increase succession plan and desired retention | * Accelerate development of high potential leaders * Provide key themes and anonymized benchmark data |

**The bottom line:**

* The real costs of burnout and undesired turnover are catastrophic.
* Organizations that invest in high potential leaders model resilience, increase scores in employee engagement and job satisfaction, and increase desired employee retention.

**Our mission:** to leverage the strengths of your leaders and serve others

**Your next step:** Contact us immediately.