**Situation:**

* You have an immediate need to develop leaders, increase engagement scores, reduce undesired turnover, or increase desired retention.
* 30-60% of your gross revenue is spent on talent management. Most leaders invest 60% of their resources on attracting talent, and too little on developing or retaining key talent.

**Solution:**

Our team of world-class experts create 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 * Provide self-coaching video and digital content * 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 * Only $100 per person * 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 * Only $400 for 2 hours with certified external consultant |
| **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 * Affordable $60,000 for up to 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 * Affordable and scalable $20,000- $80,000 |
| **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 * Affordable $15,000-30,000 pp for 6 months, 45 hours pp, varies by SOW * Scalable access to 1,200+ certified external coaches in 55 countries * Software enables administrators to track ROI of each engagement |

**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.

What are you waiting for? Action leads to learning.