**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
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| **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
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| **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
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**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.