



Executive Development

Participants say:

"The *Executive Development Program (EDP)* is a great way to learn how to capitalize on your strengths and address your weaknesses. It enables you to create an excellent career development plan. The benefits of the *EDP* program help both the individual and the entire organization."

IT Executive, Hewlett-Packard

"In a new company experiencing rapid growth, our challenge was trying to create one team and one culture with a group of senior managers from a variety of backgrounds and cultures. Our experience made an incredible contribution to the organization and to the bottom line."

Partner, Noro-Moseley Partners

"This experience has proven to be a terrific "value-add" to our organization, helping to improve our Bank's performance. The coaching and counseling with our executive team on a range of strategic issues have resulted in improved overall collaboration and collective decision-making."

VP, Federal Home Loan Bank of Atlanta

Over 1,000 executives from companies of all sizes and industries have chosen Turknett's Executive Development Program. Known for its unique, individualized leadership development process, our six- to ten-month program has proved successful in reinforcing an executive's ability to lead in challenging economic environments.

Who can benefit?

Key executives who want to maximize leadership effectiveness and move the business forward

Successful managers who wish to enhance their existing management and leadership skills

High potential managers wanting to develop the skills necessary for career advancement

Key team members interested in increasing the team's effectiveness

Emerging leaders who want to smooth rough edges

Technical managers who want to enhance interpersonal and communication skills

Good managers who want to become great leaders

How Executives Benefit

- Structured individual development is based in the realities of your work.
- One-on-one coaching fits within your schedule.
- Learn how to recognize and leverage your strengths in day-to-day situations.
- Improved communication, understanding of differences and styles, decreases stress and increases overall effectiveness with your team.
- Objective feedback through assessments provides high quality data as the foundation for your personalized program.
- Confidential, candid feedback from an experienced coach gives powerful insight into your questions beyond what associates can provide you.

Customizing the Program for Your Company

Each executive follows a customized plan, but some leadership teams choose to participate simultaneously, with team and individual sessions. Others do not. Senior leaders often add our *Leadership to the Fifth Level* assessment and development process to accelerate leadership growth. As a leader climbs the levels, he or she becomes better prepared to produce sustainable solutions when faced with complex business challenges.

WE HELP GOOD MANAGERS BECOME GREAT LEADERS

Turknett Leadership Group has a 20 year record of results in assessing and developing high-level leaders and their organizations, including AGL Resources, American Cancer Society, BellSouth, Bennett International Group, Freebairn & Co., Georgia-Pacific Corp., Hewlett-Packard, Mercer Human Resources Consulting and many more. The firm is adept in the use of sophisticated proprietary assessment tools and

individualized coaching to develop successful leaders and improve organizational outcomes. Turknett's professional staff brings both depth and breadth to clients, combining expertise in the behavioral sciences with practical business and executive management experience. They are undisputed leaders in the accurate diagnosis and design for effective interventions and leadership development.



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THE BENEFITS OF LEADERSHIP DEVELOPMENT REACH DEEP INTO THE ORGANIZATION

The cascading effects of Executive Development expand further than just to the individual.

Benefits to the Individual. Prepares high potentials for leadership roles; hones a seasoned executive's style; and helps managers who are technically strong develop leadership skill.

Benefits to the Team. Fosters better communication, understanding of differences and styles and overall effectiveness.

Benefits to the Organization. Development is a key factor in retaining valuable talent, planning for succession and having a cadre of leaders to move the company forward.

TURKNETT EXECUTIVE DEVELOPMENT PROGRAM

Which steps would benefit you now?

Leadership and Management Assessment

- Feedback from others using a 360 degree feedback instrument or interviews
- Comparison to our exclusive database of executive profiles
- Individualized assessment of skills and styles related to management and leadership

Career and Life Assessment

- Videotaped interview identifying patterns of achievement, career history and long-term goals
- Review of current challenges
- Identification of peak performance patterns

Feedback and Action Planning

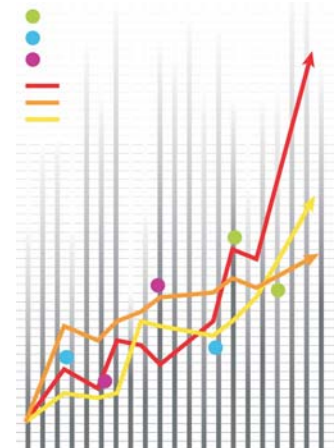
- Structured process to move from feedback analysis to action plan
- Synthesis of all information and extensive development advice
- Creation of a personalized development plan for individual performance and organization effectiveness

Professional Development and One-on-One Coaching

- Continuous coaching starting with the first session
- On-demand coaching between sessions through phone and e-mail
- Follow up coaching to sustain results

Final Feedback and Summary

- Synthesis of all information and learning
- Extensive development advice and guidance
- Review of on-going coaching needs



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Why should my company invest?

A 2006 study by Jackson Leadership Systems, Inc. showed dramatically better fiscal outcomes among companies ranked in the top tier of talent management, succession planning and executive development compared to the middle tier. Greater results were evident in employee productivity, cash flow, market value, sales and profits.

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