

Bottom-up and Top-down

When a new CEO was hired from outside the company, the VP of HR immediately called Turknett. She recognized that Turknett's knowledge of the culture of the organization and previous work with individual key leaders in the Executive Development Program would be helpful to the integration of the new CEO.

After meeting with Turknett, the CEO acknowledged the value of having an objective, external sounding board that understood the strengths and challenges of his new organization. The next steps included monthly CEO consulting, team development for the senior team, selection of new executives, and strategic planning meetings facilitated by Turknett to ensure that collaborative teamwork permeated all levels of the organization.

The result:

Measurable progress in leadership development; closer alignment between strategy, leadership and culture; succession plans for the entire organization; less "silo" behavior; team members willing to challenge and support each other.



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"Turknett has brought much insight to our executive selection process, helping us to proactively identify strategies for ensuring that a new executive's assimilation into our organization will go smoothly and effectively. Additionally, the coaching and counseling with our executive team on a range of strategic issues have resulted in improved overall collaboration and collective decision making."

~ Turknett Client