



# Cost Effective Coaching for Individuals & Groups

While many employees are promoted to leadership positions because of their competence in a particular area (e.g., marketing, sales, engineering), this does not mean that they will be successful in their new role. Therefore, it is equally important to develop an individual's leadership competence or the necessary skills to lead others in the workplace. An investment in developing individual contributors, first-level supervisors, and mid-level managers will not only improve leadership ability, but has also been shown to increase the engagement and retention of high potentials in organizations.

Turknett Leadership Group has designed cost effective coaching and feedback solutions specifically tailored for individuals early in their career. Our process involves feedback through a 360 degree feedback instrument and other assessments, ongoing support through individual or group coaching, and goal setting to provide challenging opportunities to increase leadership effectiveness. Development programs that incorporate a combination of feedback, support, and challenge have been found to be the most effective in developing leadership competence, as well as directly impacting job satisfaction, organizational commitment, and reducing turnover.

## Express Coaching

This program is designed to provide a cost effective way to strengthen leadership for an individual contributor, first-level supervisor, or mid-level manager in the organization.

- Leadership assessment via TLG 360 and the Leadership Character Profile
- Two follow-up sessions to provide feedback and develop action plans
- Two hours of additional coaching via phone or email
- Use of interactive, web-based goal setting software

*Options:* additional coaching support hours; the organization's existing 360 can be utilized; the 360 feedback assessment can be customized around the organization's competencies.

## Group Coaching

This program is designed to provide a cost effective way to strengthen leadership for a team or a small group in the organization, and is aimed at building a culture of feedback among peers.

- Leadership assessment via TLG 360, TLG Team Survey, and the Leadership Character Profile
- Two follow-up group sessions tailored to the development needs of the team for feedback and action planning
- Use of interactive, web-based goal setting software

*Options:* additional coaching support hours; the 360 feedback assessment can be customized around the organization's competencies.

## On-demand Coaching & Support

Additional on-demand coaching support is available for both the individual and group coaching programs. Turknett consultants are available between sessions and throughout the goal-setting and action planning process through phone and email. Participants can receive real-time feedback and development advice as the need arises.



**TURKNETT**  
**LEADERSHIP**  
**GROUP**

2310 Parklake Drive, Suite 500,  
Atlanta, GA 30345, 770-270-1723,  
[www.turknett.com](http://www.turknett.com)