



# Leadership Team Development

## The cascading benefits of Leadership Team Development:

- **Benefits to the Individual**  
Provides a framework for comprehensive individual development and enduring team success.
- **Benefits to the team**  
Focuses on cross-functional collaboration through simultaneous intensive coaching of the individual team members.
- **Benefits to the organization**  
Strengthens the enterprise by combining individual leadership coaching with team development and organizational assessment.

**Establishing focused and collaborative leadership teams** is essential to ensure high performance in the marketplace. Turknett Leadership Group uses a unique approach that combines individual and organizational assessment, individualized coaching, and team development to improve the overall effectiveness of the enterprise.

By focusing on key leadership teams, the overall performance of the enterprise can improve. The Leadership Team Development:

- Focuses on organizational goals and supports collaboration across the enterprise through simultaneous intensive coaching of the individual team members.
- Strengthens communication and builds mutual trust and accountability through a series of carefully designed team sessions.
- Accelerates individual and team movement toward "leadership at the fifth level." We believe that individuals and teams can grow in character and competence over time intellectually, emotionally, and ethically.

## The Process

- Each member of the leadership team participates in an **Individual Executive Development Program**. These programs are confidential and trust-based development programs that help leaders build individual leadership competence, increase collaboration with other team members, and develop their own organizations. Initial assessment allows the leader to identify and leverage leadership strengths and address areas that need to be improved. Coaching and consulting over a period of months provide an unparalleled opportunity for growth to higher leadership levels.
- After the leaders have begun a Leadership Development Program, **periodic meetings of the entire team** are held to focus on organizational goals and direction, work on communication issues, and build cohesiveness in order to increase effectiveness. Information from the previous components is incorporated for maximum benefit. The number of group offsite sessions is determined by each company's unique needs and circumstances.
- Team Development typically includes **data gathering** up-front. This may be in the form of interviews and/or a quantitative organization survey tool such as our Team Effectiveness Profile or the broader Turknett Organizational Profile. These instruments are used to measure multiple aspects of team functioning and organization culture. All survey tools are research-based, objective, and quantitative and include dimensions such as politics, customer focus, innovation, trust, teamwork, decision-making and leadership. The data from the organization assessment is used to help with individual leadership development, executive team development, and organization change.

**Turknett's experience** in helping leadership teams become more effective spans over two decades in a wide range of industries in companies of varying sizes. Our consultants are licensed psychologists with both clinical and industrial/organization backgrounds and extensive business knowledge. Our clients include CEOs, business leaders and their teams, as well as department heads across all disciplines. We are experts in executive leadership and team building, talent management, succession planning, and human performance consulting.

