



Senior Executive Development

The cascading effect of Senior Executive Development expands further than just to the individual.

Benefits to the Individual

Hones a seasoned leader's skills and helps leverage strengths and address weaknesses

Benefits to the team

Improves communication and collaboration and fosters understanding of differences and styles and improves 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 organization forward.

Most executives and senior leaders find some degree of isolation inherent in leadership at the top. As organizations grow and mature, the need is high for senior leaders to have an objective, confidential sounding board and strategic advisor.

Senior Executive Leadership Consulting is designed to fit this need and the individual needs of key leaders. Through this arrangement, an experienced Turknett consultant quickly assesses the organization's culture, leadership team and the senior leader. With this unique perspective, the consultant is then in position to help move the organization forward to the desired state. All leadership issues such as setting goals, creating the desired culture, developing strategy and attracting and retaining talent are "grist for the mill" in this consulting relationship, which is tailored to fit the executive's situation, schedule and agenda.

Design of the consulting:

A Senior Consultant will meet with the individual leader to determine initial parameters, and to discuss issues that need immediate consideration.

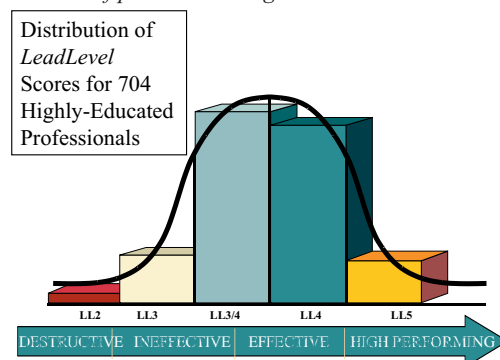
- In subsequent monthly meetings the consultant and executive will meet face-to-face to work on the targeted issues. Meetings are scheduled based on the needs of the leader and his/her schedule.
- Phone consultation will be available either by appointment or spur of the moment. A leader using this service will have top priority.
- Observation of staff meetings or other group interactions may also be scheduled for further insight and critique. (Additional fee may be required.)

Leadership to the Fifth Level

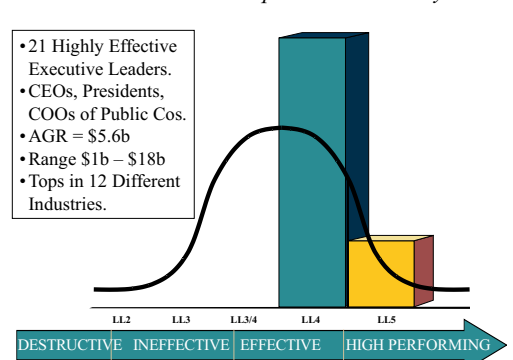
Turknett has incorporated recent studies and sound management theory to enhance the leadership development of leaders, teams and organizations. Using recent research and the Constructive Development (CD) Theory, Turknett can evaluate an individual's developmental maturity by identifying Leadership Levels. These Levels are development stages that leaders go through that define the ways in which they understand and make sense of their situations, relationships, and themselves. The higher the Leadership Level, the more effective leaders are in engaging in the behaviors that produce sustainable solutions.

A one-one-one interview is audio taped for transcription and analysis. The analysis and "scoring" process requires highly professional skills and considerable time. Detailed feedback is provided to the individual along with a thorough explanation. In order to solidify the impact of "Leadership to the Fifth Level," Turknett will incorporate the results into the consulting with specific work aimed at moving to the next level and help others to do the same.

Average distribution of LeadLevels in typical pool of potential management talent.



Companies with CEOs at Level 4 and 5 are all tops in their industry.



TURKNETT LEADERSHIP GROUP