



Senior Executive Development Program

The cascading effects 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 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.

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



TURKNETT
LEADERSHIP
GROUP

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The Senior Executive Development Program is a customized developmental engagement and is designed to fit the individual needs of the senior level executive. Through this process, a senior consultant with extensive experience in both business and behavioral change will help the executive move the organization forward to its desired state. All leadership issues such as honing transformational leadership skills, creating the desired culture, developing strategy, aligning the team, and managing talent are "grist for the mill" in this confidential relationship. All sessions are tailored to meet the executive's situation, schedule and agenda.

As external consultants, Turknnett Leadership Group can effectively deliver feedback and act as a sounding board for any critical issue. The process helps individuals understand the impact of their style on others, what is working for them and what is holding them back. We provide the kind of mentoring, coaching, and consulting that senior leaders need but often have not received.

The Process and Features

Includes face-to-face sessions over one year

- Individualized assessment of skills and styles related to management and leadership
- Career-Life videotaped interview identifying patterns of achievement, career history and long-term goals
- Feedback from coworkers on 46 management dimensions using our proprietary 360 degree Coworker Rating
- Comparison to our exclusive database of profiles on 6,500 executives, including 750 CEO's
- Prioritization of current critical success skills and as well as those that will be needed in future roles.
- Identification of peak performance patterns
- Creation of a personalized development plan based on objective feedback
- Development of the participant's own coaching/teaching skills
- Coaching and consultation between sessions as needed
- Integration of the organizational culture, job, and challenges into the consulting
- An emphasis on advanced leadership concepts and learning
- Action learning with on the job application reinforced through regular sessions and interim consultation
- When working with a management team, individual work also focuses on helping the team work together more effectively
- Measurable results. A follow up 360 assessment will be administered online to measure improvement in the areas targeted for development.
- Follow-up contact to sustain results

Customizing the Program for Your Company

Each executive follows a customized plan, but many leadership teams choose to participate simultaneously, with team and individual sessions. Senior leaders often add our *Leadership to the Fifth* 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.

Why Turknett

Turknett Leadership Group has over 20 years of consulting experience with corporate and entrepreneurial enterprises. 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.

In addition, Turknett is known for outstanding client service and for our Leadership Character Model™ which provides a foundation of Integrity, Respect and Responsibility for long-term business success.

In all engagements we take a strengths-based, appreciative approach, finding what is good in an organization or in an individual and building on those strengths for positive change.

Why should My Company Invest?

100 firms ranked in the top third in terms of their talent management, succession planning, and executive development systems show dramatically better fiscal outcomes than those in the middle third:

- Average increase of 5.2% in per employee productivity; valued at \$44,380 per employee
- Average increase of 16.3% in cash flow; valued at \$9,673 per employee
- Average increase of 6% in market value; valued at \$8,882 per employee
- Increase company-wide profit margins by as much as 47%
- Increase in sales (up to 6.5%)
- Notable decrease in turnover

- **Jackson Leadership Systems, Inc., 2006.** "Leadership Development ROI: Using Talent Management to Drive Market Value"

- **Consulting Psychology Journal, 2002.** "The Return on Investment of Leadership Development: Differentiating our Discipline"

