



CEO Consulting

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

CEO Consulting is designed to fit the individual needs of the busy executive. Through this confidential and trust-based arrangement, Dr. Robert Turknett will help the executive carry out his/her responsibilities and move the organization forward to its desired state. All leadership issues such as managing relationships, getting business results, creating the desired culture, developing strategy, and attracting and retaining talent are "grist for the mill" in this one-on-one consulting relationship which is tailored to fit each executive's situation, schedule and agenda.

The cascading effect of CEO Consulting expands further than just to the individual.

Benefits to the individual

Hones a seasoned leader's skills and helps leverage strengths and address areas for development.

Benefits to the team

Improves communication and collaboration, and fosters understanding of differences, 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 move the organization forward.

Design of the Consulting

Dr. Turknett will meet with the individual leader to determine initial parameters and to discuss issues that need immediate consideration.

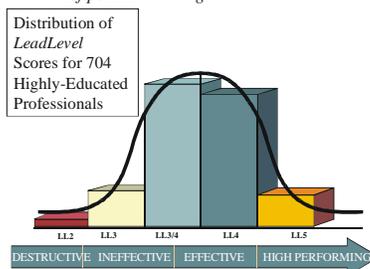
- In monthly meetings Dr. Turknett and the CEO will meet face-to-face or by phone to work on the targeted issues. Meetings are scheduled based on the needs of the leader and his/her schedule.
- Phone consultation will be available either by appointment or spur of the moment. CEOs using this service will 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 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 developing skills to 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.

