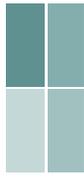


Benefits...

- Reminds participants to execute their development plans.
- Informs and engages managers.
- Improves the effectiveness of coaching.
- Supplies recommendations tailored to the individual's goals.
- Documents progress and results.



Turknett Leadership Group Goal Support Technology

Bridging the Learning-Doing Gap in Leadership Development:

Turknett Leadership Group and Fort Hill Company have partnered to offer state of the art web-based technology supporting Goal Follow-Through. ResultsEngine® is an easy-to implement follow-through management™ system that bridges the gap between developmental goals and behavior in the workplace. It is used in all coaching and leadership development programs at Turknett Leadership Group and can also be used to support development following 360 degree feedback. By supporting learning transfer, DevelopmentEngine® increases the return on investment from development programs and developmental assessments.

ResultsEngine® is a fully-integrated follow-through management system that reminds participants of their objectives, prompts them to take action, involves managers and coaches, provides recommendations, and documents results.

Supports Goal Follow Through in all Coaching Programs:

- Clients set development goals with coaches based on 360 feedback and personality results.
- Goals are input into Development Engine Software.
- Managers are sent an email with the participant's goals (optional).
- Client receives monthly emails asking what they have done and what they plan to do for the next month to make progress on their goals.
- GuideMe recommendations are available throughout the process to help clients determine specific actions that will help them achieve their goals.
- Participants have the option of asking a coach or manager for additional assistance to ensure goal achievement.
- Turknett Consultants monitor use to ensure that participants are using the software and continuing development on their goals.

About Turknett

Turknett offers a staff of experienced business psychologists who understand the psychological, organizational, and business dynamics of leadership. Our consultants have extensive experience coaching at the executive level, as well as lower levels in the organization. Turknett Leadership Group has worked with over 2,000 executives in more than 150 organizations in a number of industries including telecommunications, transportation, banking/finance, utilities, healthcare, aviation, manufacturing, pharmaceuticals, and retail.



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