



Senior Executive Development

Incorporating Leadership to the Fifth Level

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



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The Senior Executive Development Program is an individualized, confidential consulting process that strengthens a top leader's ability to lead and manage in challenging times. This comprehensive program includes extensive assessment of current management style and effectiveness coupled with targeted personalized development supported by long-term coaching.

As external consultants, Turknett Leadership Group can effectively deliver objective 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.

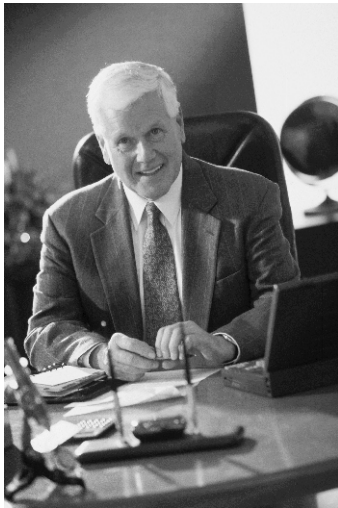
The Process and Features

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

Including Leadership to the Fifth Level is Important for the Leader at the Top

Today's leaders and organizations are faced with unparalleled change and challenge. The increasing complexity and intensity of leading in this environment require new ways of thinking and new ways of leading. Research shows that at least half of those in leadership positions lack the capacity to respond effectively to the mental and moral demands of the time. What is needed is developmental maturity that can be measured.



Turknett has incorporated recent studies regarding adult learning and sound management theory to enhance the leadership development of executives, teams and, ultimately, whole organizations.

Using recent research and the Constructive Development (CD) Theory, Turknett can evaluate an individual's developmental maturity by identifying Leadership Levels. These Leadership 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. Statistics clearly show that the most effective leaders in the most successful companies are all Level 4 or higher on the Leadership Level continuum.

Incorporating the Process

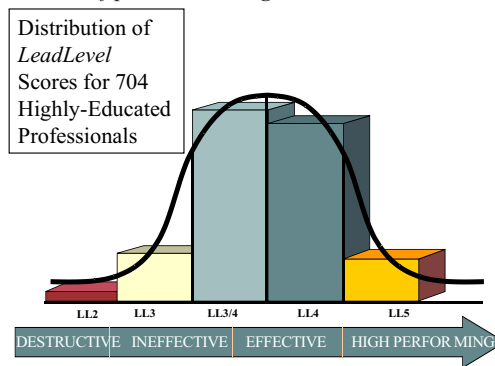
A one-one-one interview is audio taped for transcription and analysis. The analysis and "scoring" process requires highly professional skills and considerable time. Detailed feedback is provided privately to the individual along with a thorough explanation of the Leadership Levels. In order to solidify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

This approach is especially effective in situations where high-level leadership with a focus on the good of the whole organization are critical.

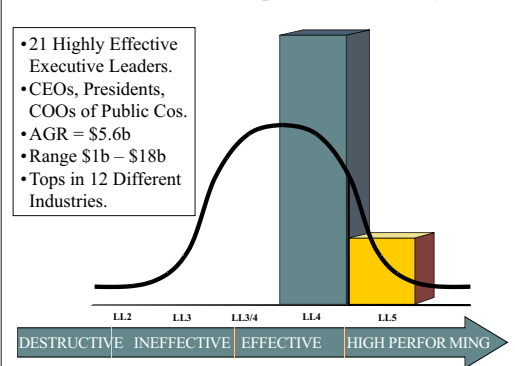
Investment

Senior Executive Development.....\$25,000

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.



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