



Turknett Leadership Group

Women in Leadership

Research on women's leadership development shows...

- The most effective leadership development programs incorporate a variety of assessments, challenges, and support mechanisms.
- Women's leadership development serves as a strategic business advantage to organizations.
- Structuring effective leadership development systems contributes to increased engagement and commitment among employees.

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While excellence in leadership is clearly not gender-specific, women typically bring different experiences, perspectives, competencies and values to the management role than men thereby requiring different approaches to leadership development. Our goal is to ensure that the fast-growing pipeline of talented women in management and leadership roles is appropriately recognized and positioned for success by improving effectiveness and increasing. Turknett has the ability and desire to help women leaders maximize their unique talents and strengths to benefit the organizations they represent through stand alone programs for individual leaders as well as customized leadership development programs for the organization at large.

Our programs are designed to benefit all of the following candidates: seasoned female executives interested in leveraging their leadership effectiveness and increasing their business impact, high potential women managers and professionals wanting to accelerate their experiential learning and develop the skills necessary for career advancement, and women business owners and other emerging women leaders who want to increase their leadership strength.

Turknett's staff of psychologists and business leaders has over 25 years of experience in the advancement of women's leadership in both research and practice, and are available to consult and deliver programs internally for your organization.

Individual Programs

Women's Executive Development Program

This program is an individualized, confidential management and leadership development process that strengthens an executive's ability to lead and manage in changing economic environments. This comprehensive program includes extensive assessment of current management style, and the creation of a personalized development program supported by long-term coaching. Participants will also have a seat in our monthly Women in Leadership (WIL) speaker series.

- Pre-coaching clarification and collaboration to set agenda and goals
- Data gathering via interviews, TLG 360, and other psychometric assessments
- Feedback and action planning to create an individualized development plan
- Focused one-one-one coaching that is real-time and specific to the problems the executive is currently facing in her organization
- On-demand, unlimited phone consultation
- Accountability of development plans via interactive, web-based goal setting and follow-up software
- Evaluation of results with a follow-up 360 assessment

Women in Leadership Seminar Series

WIL features monthly small group forums featuring outstanding leadership role models as speakers and discussion leaders on compelling topics. WIL is part of the Executive Development Program and is also available as a stand-alone offering. Companies often have one or more reserved seats which they share from month to month as a means of offering networking and development opportunities to women internal to the organization.

Organizational Programs

Assessment & Consulting

Turknett's staff of business psychologists and organizational development consultants utilizes a variety of assessments for the development of women leaders. They include the following:

- Focus groups to formally assess the needs of women in the organization.
- Climate surveys to assess a variety of factors related to the retention of women in an organization
- 360-degree feedback assessments to assess individual effectiveness from a variety of perspectives
- One-on-one interviews and peer reviews to evaluate the effectiveness of women in leadership positions.
- Identification of core, functional, and leadership competencies necessary for effectiveness on the job
- Developmental audits and consulting to create a tailored women's leadership development program for the organization

Developmental Assessment Centers

Taking a holistic approach to formal assessment and development through an assessment center typically involves participants completing a range of exercises which simulate the activities carried out in the target job. Various combinations of these exercises and sometimes other assessment methods like psychometric testing and interviews are used to assess particular competencies in individuals. The theory behind this is that if one wants to predict future job performance then the best way of doing this is to get the individual to carry out a set of tasks which accurately sample those required in the job and are as similar to them as possible. This is often very helpful for the talent review process and subsequent succession planning.

Mentoring

Diverse mentoring relationships enhance career development, clarity of professional purpose, and promote personal development and learning. Turknett supports women in developing the skills needed to play the role of both mentee and mentor. We can help design formal mentoring programs that match high-potential women with people in high-profile executive roles who can provide access to a number of opportunities. We can also help construct opportunities for women to mentor other women and men in the organization. We support mentoring at all levels of the organization and can help design programs that assist women in structuring and managing those relationships.

Action Learning

60-80% of the learning that occurs in organizations takes place through informal growth opportunities that include challenging work assignments and diverse business experience. Turknett can help design action learning programs that provide high-potential women with the opportunity to work on real world problems, focusing on learning and the implementation of solutions for the business. This form of learning by doing in small teams guided by a strategic/executive team directly impacts leadership effectiveness. Action learning can serve as one component of a larger leadership curriculum or mentoring program.

High Potential Coaching

This program is designed to provide a cost effective way to strengthen leadership for an individual contributor, first-level supervisor, or mid-manager in the organization.

- Leadership assessment via TLG 360 and the Leadership Character Profile
- Two follow-up sessions to provide feedback and develop action plans
- Two hours of additional coaching via phone or email
- Use of interactive, web-based goal setting software

Group Coaching

This program is designed to provide a cost effective way to strengthen leadership for a small group of high potentials in the organization, and is aimed at improving leadership skills and building a culture of feedback among peers. This process can also be used to support action learning teams.

- Leadership assessment via TLG 360, TLG Team Survey and the Leadership Character Profile
- Two follow-up group sessions tailored to the development needs of the team for feedback and action planning
- Use of interactive, web-based goal setting software