
Client Engagement

Increasing leadership competencies in a research & technology organization

Carl is the head of a research and technology department in a Fortune 100 company. He credits Turknett's Executive Development Program and Leadership to the Fifth Level process for preparing him for his latest promotion and his greatest career challenge. The projects led by his organization are vital to his company's technological innovation and strategic transformation.

Carl's challenge is to attract and retain some of the industry's best technologists; to increase teamwork and cross-functional accountability; and to create a culture of leadership at all levels. Carl took responsibility for implementing an immediate plan of action by engaging Turknett to work with him.

The plan consisted of multiple steps including (1) enrolling his direct reports in individual development; (2) assessing his talent pool; (3) transitioning technical specialists to people managers and leaders; (4) providing quarterly leadership seminars for his full leadership team; and (5) using the Leadership Character Model as a foundation for the new culture.

Results: Over the past year and a half, Carl's investment has produced stronger leadership across his organization, as measured by Turknett's Follow-up 360 surveys as well as internal survey data. Organizational survey data also showed a positive impact on teamwork, focus on the whole, and cross-functional collaboration. Carl has been recognized as an agent of change and his organization has gained both confidence and credibility for the role they play in the success of the corporation.



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“There is no doubt Turknett is playing a major role in the success of our business.”

~ Turknett Client