



Executive Development Program

Over 2,000 executives have chosen TLGs Executive Development Program. Our unique, individualized, six-to-ten month coaching program is a proven way to help executives lead at a higher level.

Participants Say

"The Executive Development Program (EDP) is a great way to learn how to capitalize on your strengths and address your weaknesses. It enables you to create an excellent career development plan. The benefits of the EDP program help both the individual and the entire organization."

- IT EXECUTIVE, HEWLETT-PACKARD

"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

Who Can Benefit?

- Key executives who want to move the business forward
- High potential managers who need accelerated development
- Leadership teams looking to enhance individual and collective effectiveness
- Leaders who need to smooth rough edges
- Technical managers who want to enhance interpersonal and communication skills

How Executives Benefit

- Structured individual development is customized for each participant
- Participants learn to recognize and leverage strengths for increased effectiveness
- Objective assessment data provides the foundation for a personalized program
- Confidential, candid feedback from an experienced coach promotes rapid growth

Customizing the program for your company

- Leadership teams often choose to participate simultaneously, with team and individual sessions
- When the process is used for high potential development, TLG can tailor assessment and feedback to the organization's competency model
- Senior leaders often add our Leadership to the Fifth Level assessment and development process to accelerate leadership growth

Why should my company invest?

100 firms ranked in the top third of their talent management, succession planning, and executive development systems show dramatically better fiscal outcomes than those in the middle third:



Average increase of 5.2% in per employee productivity; valued at \$44,380 per employee



Average increase of 16.3% in cash flow; valued at \$9,673 per employee



Average increase of 6% in market value; valued at \$8,882 per employee



Increase in company-wide profit margins by as much as 47%



Increase in sales (up to 6.5%)



Notable decrease in turnover

Jackson Leadership Systems, Inc., 2006.
"Leadership Development ROI: Using Talent Management to Drive Market Value"

Consulting Psychology Journal, 2002.
"The Return on Investment for Leadership Development: Differentiating our Discipline"

The Benefits of Leadership Development Reach Deep into the Organization

The cascading effects of leadership development expand further than just to the individual.

BENEFITS TO THE INDIVIDUAL

Prepares high potentials for leadership roles, hones a seasoned executive's style and helps managers who are technically strong develop leadership skills.

BENEFITS TO THE TEAM

Fosters better communication, understanding of differences and styles and overall effectiveness.

BENEFITS TO THE ORGANIZATION

Development is a key factor in retaining valuable talent, planning for a succession and having a cadre of leaders to move the company forward.

Turknett Executive Development Program

Leadership and Management Assessment

- Feedback from others using a 360 degree feedback instrument or interviews
- Comparison to our exclusive database of executive profiles
- Individualized assessment of skills and styles related to management and leadership

Career and Life Assessment

- Videotaped interview identifying patterns of achievement, career history and long-term goals
- Review of current challenges
- Identification of peak performance patterns

Feedback and Action Planning

- Structured process to move from feedback analysis to action plan
- Synthesis of all information and extensive development advice
- Creation of a personalized plan for individual performance and organization effectiveness

One-on-One Coaching

- Continuous coaching starting with the first session
- On-demand coaching between sessions through phone and e-mail
- Web-based goal support to sustain results

Ongoing Support

- Extensive development advice and guidance
- Follow-up 360 to measure growth
- Opportunity for extended coaching

TLG's expertise is leadership.

With a 25 year history, our staff of psychologists, organization development consultants, and business professionals brings both depth and breadth to clients. Through an approach grounded in science and guided by the Leadership Character Model, we help organizations assess and develop leaders, plan for succession, and build accountable, engaged cultures. TLG has extensive experience coaching at senior levels, and has worked with over 2,000 executives in more than 150 organizations. Client industries include telecommunications, transportation, banking and finance, utilities, healthcare, aviation, manufacturing, pharmaceuticals, and retail.