

# Executive Assessment and coaching for change leaders

*The LeaderWorks assessment and coaching process provided me with critical insight into my leadership practices as a change leader. The feedback and coaching was done in a way that motivated me to make lasting personal change. It gave me the perspective I need on how I stack up against change leaders in other organizations.*

*Dean Scarborough  
President and COO  
Avery Dennison Corp.*

*Today's tough organizational decisions are almost always people decisions, particularly identifying key leadership talent that can drive change and get results. Moreover, successful leaders recognize that building change leadership capability represents one of the key competitive advantages in today's warp speed business environment. Thus, the critical need for capable change leaders has never been greater.*

*LeaderWorks is uniquely qualified to assist organizations in developing successful change leaders. Each of our senior consultants has over 20 years of "real world" executive development experience, holding executive-level positions with Fortune 50 multi-national companies. This "perspective" magnifies our ability to deliver significant, tangible results. Therefore, companies we work with are able to accelerate the development process of their executives.*

LeaderWorks' mission is to partner with organizations to build leadership capability, a critical component of achieving sustainable results. Our *Executive Assessment and Coaching for Change Leaders* process is a unique leadership learning opportunity designed to build an individual's leadership capability to drive large-scale change. It is especially powerful for:

- Executives currently engaged in an organization-wide change effort.
- High potential leaders being developed to lead future change initiatives.
- Key members of a change-initiative team.
- Talented executives wanting to sharpen their change leadership skills.

LeaderWorks *3-Step Change Process* is the foundation for the assessment, whereby we evaluate the executive's competencies relative to the three key change drivers: Focusing, Engaging, and Executing. This process will determine how successful the leader has been driving prior change efforts, as well as enhance his or her capability to successfully lead future change initiatives.

- The *in-depth assessment* and *360-degree reference interviews* are aimed at identifying and evaluating the executives' strengths, development needs and potential to drive large-scale change.
- The *development report* summarizes the results of the interviewing process and describes the individual's change leadership strengths and development needs, as well as the specialized development recommendations that will build the executive's change leadership capability.
- *Feedback and coaching* provide a candid, "perspective-based" discussion of assessment results and a joint exploration of the development recommendations. On-going coaching, an integral part of the process, ensures significant improvement.

This unique development process can be augmented, as needed, by one or more of our other leadership development services, the *Leading Change For Results*, *Building Leadership Capability* and *Team Effectiveness Process* workshops, and our *Executive Learning* programs to strengthen the success competencies of the leaders' entire change-leadership team.