

Executive development process

“Ben Porter’s corporate experience has brought valuable perspective and insight to the executive development work he has done for us. His assessment and coaching process is thorough, hard-hitting and impactful in very positive ways.”

Arthur Blank

**Chairman of the Board
The Home Depot**

Today’s tough organizational decisions are almost always people decisions, particularly identifying key leadership talent and then developing those individuals. Moreover, successful leaders recognize that building leadership capability represents one of the key competitive advantages in today’s warp speed business environment. Thus, the critical need for capability-laden organizations has never been greater.

LeaderWorks is uniquely qualified to assist organizations build leadership capability. 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 Development Process* is uniquely designed to accelerate the leadership development of:

- Senior-level executives being developed to take on new or expanded roles and responsibilities.
- Leaders needing developmental fine-tuning or interpersonal re-calibration.
- Talented executives wanting to sharpen particular leadership skills or selected by top-management for development opportunities.
- Key technical individuals being developed to move into general manager roles.

The Executive Assessment and Coaching process is a powerful set of actions designed to identify high-leverage improvement needs, create customized development plans that will build critical success competencies, and provide ongoing coaching to ensure the successful implementation of the plan.

- The *in-depth assessment* and *360-degree reference interviews* are aimed at identifying and evaluating the executives’ strengths, development needs and potential.
- The *development report* summarizes the results of the interviewing process and includes an executive summary, career background, strengths and development needs, and detailed development recommendations.
- *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.

LeaderWorks also offers a targeted assessment and development process that will build the executive’s leadership competency to drive large-scale organization change. The process can be an effective development tool prior to or concurrent with an actual change initiative. Both development processes can be augmented, as needed, by one or more of our other leadership development services, the *Leading Change For Results* and *Building Leadership Capability* workshops, our *Executive Learning* programs and our *Leadership Development Assessment and Strategy* service in order to build a complete, integrated leadership development system.