

We partner with you to achieve results in the areas that are **CRITICAL** to your success.

	Intrapersonal	Interpersonal	Organizational
Developmental Focus	<ul style="list-style-type: none"> • Enhance use of emotional intelligence • Increase skill level and knowledge required of rapidly changing business • Integrate work-life to enhance success and well being • Define success 	<ul style="list-style-type: none"> • Develop management and leadership skills among technical people • Ensure success of leaders in the early stages of their new leadership position • Develop capacity to model ideal feedback and relationship behaviors • Support the goals and leadership challenges of diverse work force • Learn to communicate effectively • Differentiate between leading and managing 	<ul style="list-style-type: none"> • Maximize development of all high-potential employees • Increase capacity to revise business strategies and involve more people in the change process instigated by globalization, technology and mergers • Develop strategies to align company and personal goals to engage employees in company and personal success • Job Benchmark: Hiring and promoting smart; creating a professional development plan
Problem Resolution Focus	<ul style="list-style-type: none"> • Prevent derailment • Avoid misalignment regarding culture, responsibilities, and operating styles • Reduce high stress levels or other emotional factors that may be interfering with performance 	<ul style="list-style-type: none"> • Retain talent and reduce turnover that is caused by a perceived lack of leadership • Reduce conflict that interferes with collaboration among executive team members and other team members • Close gaps between current leadership skills and new leadership requirements 	<ul style="list-style-type: none"> • Remove obstacles that interfere with the implementation of key strategic initiatives and goals • Move beyond fear related obstacles • Eliminate obstacles that inhibit successful transitions for leaders who are assuming new roles