

Guaranteeing Your Firm's Future

Firms who choose to invest in leadership development initiatives have the opportunity to witness – firsthand – how people transform into leaders. Succession planning decisions become more transparent as you see people showing up differently.

People are most successful when they take ownership for their own development, rather than believing that someone else is responsible for it. This program enables individuals to take responsibility for their own leadership potential by helping them understand:

- 1 What will allow them to become a more effective leader and, as importantly, what may be holding them back
- 2 How to create and pursue a tailored development path to reach their full potential
- 3 Where they intend to apply their leadership within the firm

Results

Personal experiences will vary depending upon individual capacity and desire for development, which are both necessary for growth.

Generally, individuals come away with:

Awareness of their leadership strengths and weaknesses

Improved confidence in their ability to lead

Stronger executive presence

Deepened sense of ownership in firm business

Understanding of the tools needed to be an effective leader

Firm-wide benefits include:

Organizational alignment and culture enhancement

– Unify silos for firm's greater good

Ability to identify firm's future leaders

– Through leadership assessments and observed behavior changes

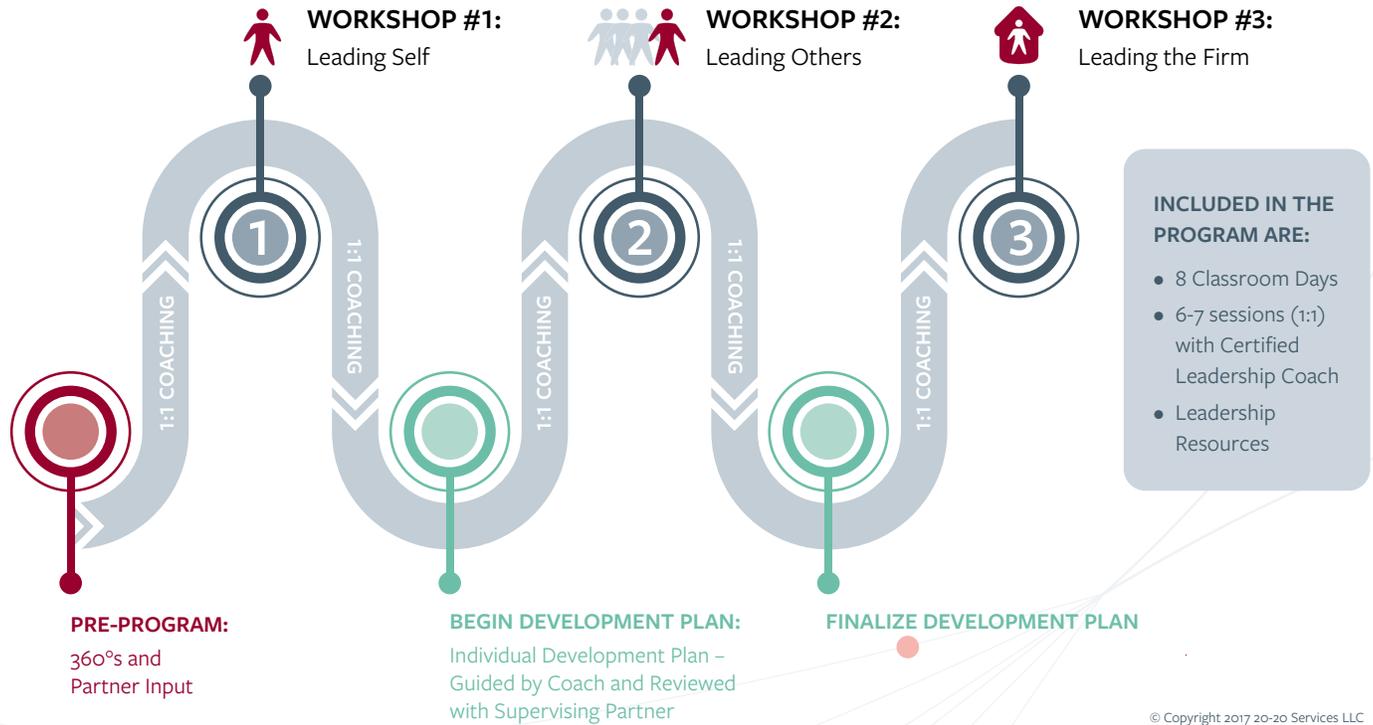
Cost effective learning

– Versus 1:1 development options, e.g., executive coaching

Competitive advantage

– Most firms only focus on skills training or industry requirements

6-Month Program Overview



What Participants are Saying

The program is well structured: you start with taking a new look at yourself, with a fresh set of eyes, before you start learning how you can influence people and the firm. You get real feedback from people you work with on your leadership style. You can take that feedback to make small changes that will have a great impact on your work/personal life.

This class makes you think differently – even when I start feeling that I won't buy in, it gets me and I do and I learn something new and applicable.

If you follow the recommendations, this could be life changing. Also, getting to know other partners was invaluable.

I very much enjoyed the coaching sessions in-between the classes, because you stay on track and you also have a coach helping you with specific challenges.

Everyone, no matter how strong they are, can improve.

For more information about the Leadership Development program, please contact:
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