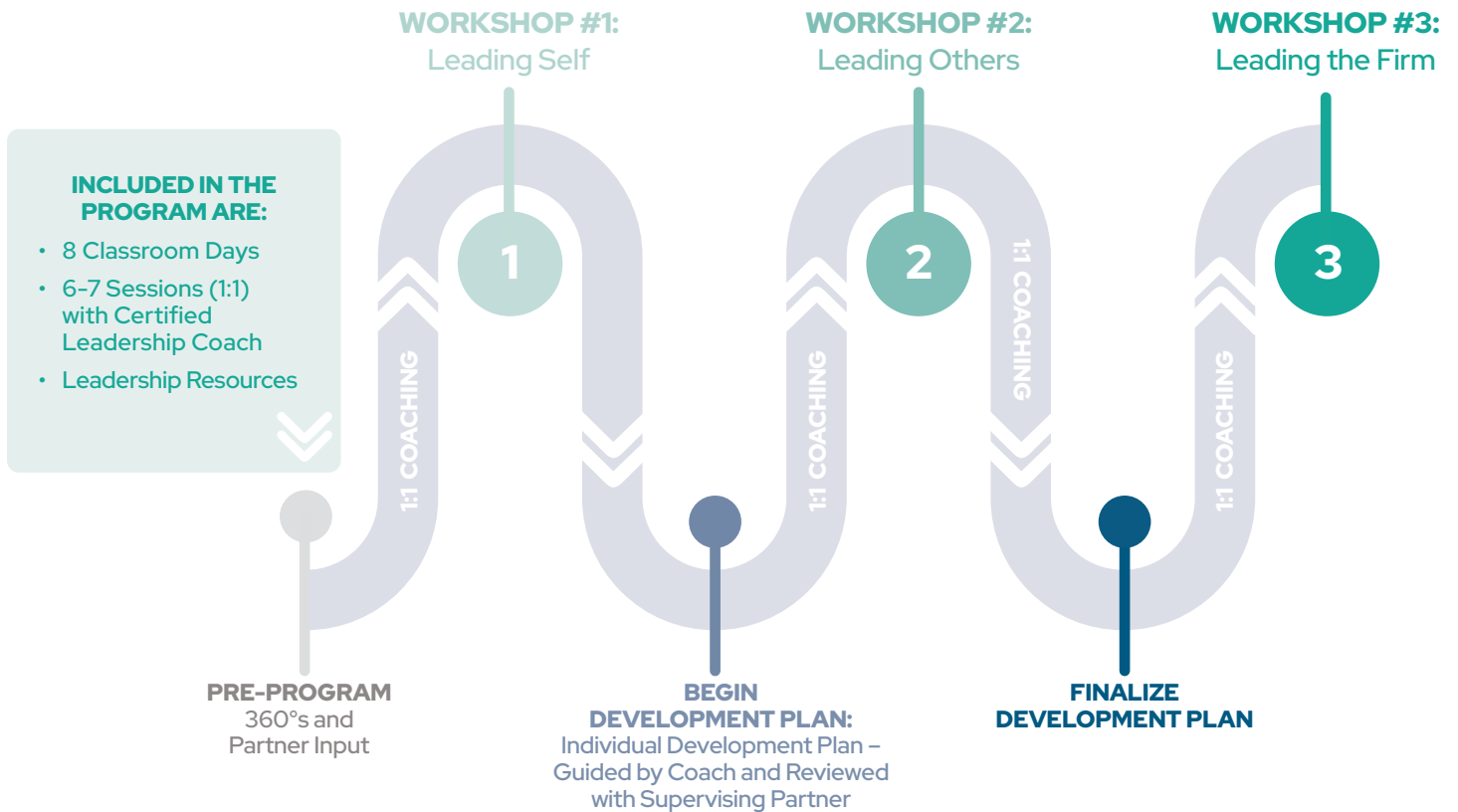




Six-Month Program Overview



Guaranteeing Your Firm's Future

Firms who choose to invest in partner 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

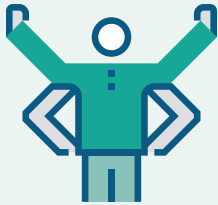
Where they intend to apply their leadership within the firm





Results

To be sure, each person's experience varies based upon individual capacity and desire for development, which are 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
- Personal experiences will vary depending upon capacity and desire for development, which are both necessary for growth



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

What Program Participants Are Saying

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

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.

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



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