



Leadership Development

OVERVIEW

The execution of your strategy will be carried out by and through your people. You need motivated, energized and committed employees that make themselves accountable to generate the desired results. Leadership development is a tool to help executives understand how and why they need to change themselves in order to achieve enhanced business performance.

Executing on strategy in a dynamic environment requires skillful leadership. Only skillful leadership will create the culture and conditions for impeccable execution of your strategy. Leadership development is a systematic methodology and a rigorous process designed to master the art of leadership.

Reasons to consider the Sapience approach to Leadership Development

- We need 'A' players in our management team.
- Our leaders are technically excellent, but need development as managers and coaches.
- Unresolved conflict or dysfunctional relationships preclude getting results
- Our leadership doesn't create a culture of energized, motivated and committed employees
- We have a new set of business challenges which require a different kind, or higher level of leadership competence.

APPROACH AND FRAMEWORK

Leadership development is performance oriented, it's about getting results. To maximize effectiveness and attain superlative results, research shows that successful executives have mastered four key leadership domains:

Leading Self: Personal skills that enable effective leadership

Leading Others: Interpersonal skills that enable one to be influential in relationships

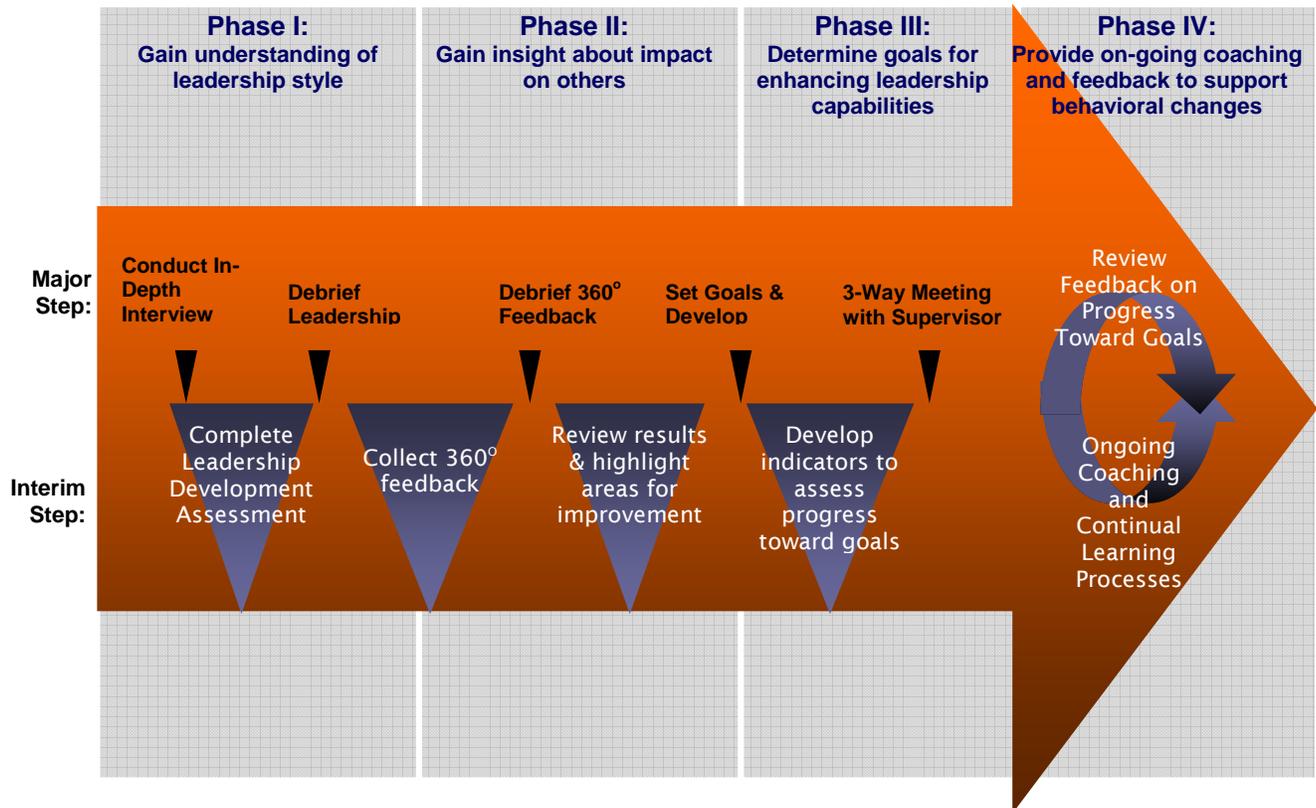
Leading the Organization: Skills needed to influence the work and growth of the organization

Managing Implementation: Management skills for attaining results

Leadership development is a systematic methodology to assess and enhance these leadership abilities.

METHOD

Leadership has three essential ingredients: personality based style, managerial & leadership competencies, and technical or business domain expertise. Sapience has research-based, online tools to address all three ingredients from a variety of perspectives that include multi-rater perspective, stylistic assessment, and individual in-depth interviewing. Using this objective data, the executive develops a set of goals for enhancing the dimensions needing attention. Coaching is custom-designed for the individual, and focuses on moving roadblocks and enhancing the factors that create positive results. Our approach blends the best of business and psychology, but is always focused on enhancing performance.



EXPECTED OUTCOMES AND RESULTS

Whether the engagement with Sapience is for a single leader, or your top 50 executives, we will articulate a tangible return on your investment. If we cannot guarantee a measurable return on your investment, we will tell you and decline the assignment.

NEXT STEPS

1. Draw upon our leadership development experience and have an informal conversation about why raising the bar on leadership may be an issue you need to address
2. Request a more formal overview of the leadership development process and benefits