

LEADERSHIP DEVELOPMENT

We utilize a multi-step process designed for organizations who are committed to developing and keeping successful leaders.

We leverage a leadership model based on 35 years of research and more than 250,000 assessment based profiles of real leaders from around the world. Our partner in this program is Management Research Group (MRG)—they provide the research and the unique assessment instruments. We consult with you to tailor our program for your specific needs.

This integrated process works to develop leaders at all levels in the organization and align their leadership practices with the organization's business strategy.



Define Leadership Requirements

Strategic Directions™... Identifies the leadership practices that will be required in order to achieve the organization's strategic business objectives.

Role Expectations™... Defines the leadership behaviors required for effectiveness in a specific management/leadership position.

Assess Current Practices

Personal Feedback Profile... The Leadership 360® report provides individuals with developmental 360-degree feedback on their behavioral leadership practices; the Leadership Self report provides comparable information from a self-only perspective.

Leadership Culture™... Identifies the prevailing leadership practices within the organization, and describes how leaders are currently fulfilling the leadership aspects of their roles.

Assess Organizational Implications

Group Composite Profile... Describes the behavioral profile of a specific leadership team or group; can be used to conduct a training needs analysis or for leadership team development.

Strategic Directions Audit™... Analyzes the gap between current leadership practices and the critical leadership behaviors that will be required in the future.

Best Practices Report... Identifies the management/leadership practices that characterize the most effective leaders in the organization. We can also provide you with best practices reports for industries such as High Tech and Financial Services, as well as best practices by function such as Sales and Marketing.

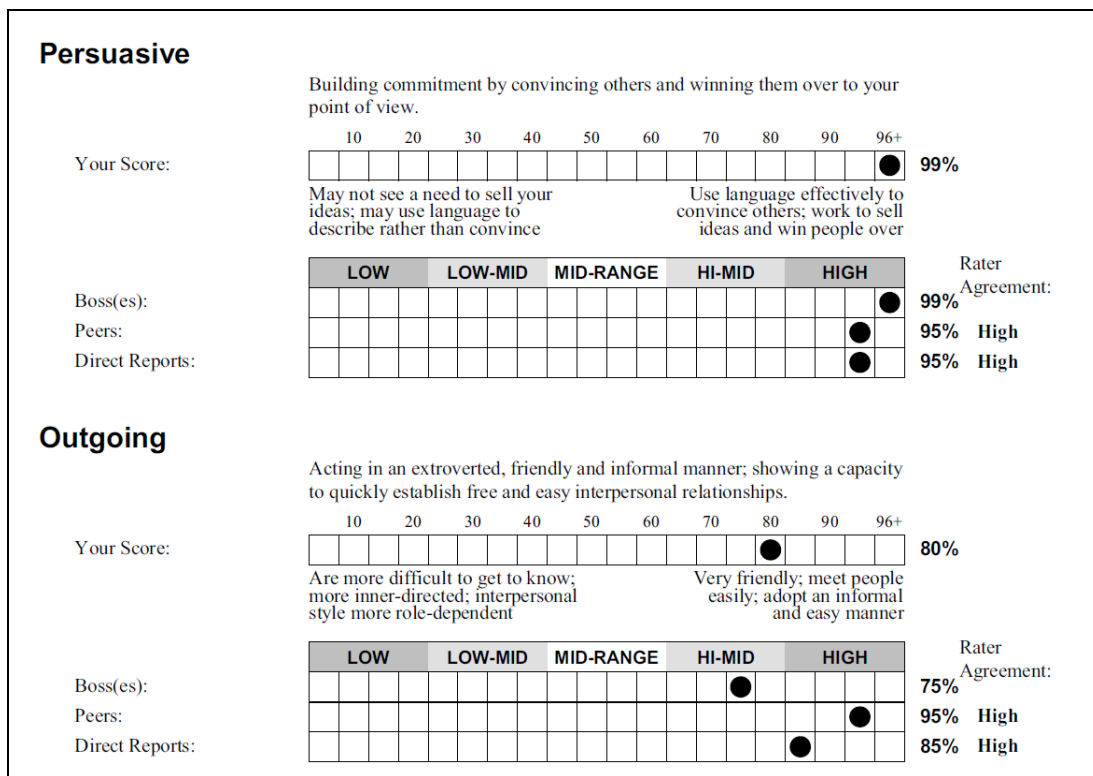
Develop Strategically

Strategic Leadership Practices™... Coaching modules to develop the leadership behaviors measured by Leadership 360®; can be delivered either in a group session or through one-on-one coaching. Customized to your organization's issues and culture.

Reassess Leadership Practices

Personal Feedback Profile... Administered approximately 9-12 months after the initial assessment, Leadership 360® enables individuals and the organization to measure progress and set new developmental goals.

Example of Leadership Effectiveness Analysis 360™ Report Section



"I'm ecstatic with the results! The program balanced theory with discussions around our results and teaming. No one got bored and everyone grew in their understanding of leadership. This was the best use of my budget. We are a very demanding team and HEI did an exceptional job."

--Gavin Schiff, Microsoft Corporation