

Executive Development

Individual Executive Development is the laser-focused option for getting one senior leader at a time from where they are to where they need to be in the shortest time. Don't let your managers' blind spots become spot fires that turn into more serious performance problems. Use Individual Executive Development to keep your senior leaders on track and accelerate their growth.

Because:

- ✓ Neglected leadership skills at one level often become derailleurs at the next, multiplying the impact of poor behaviors and bad results from the top down.
- ✓ At some point in their careers, experienced managers stop getting honest feedback on their performance or don't think have to adapt like others.
- ✓ An objective and skilled third party is often needed to get through to tough-minded senior leaders who are unaware of (or don't care about) their impacts.

You Need *Executive Development* When:

- ✓ You have senior managers who have been promoted several times for their technical skills, but their idiosyncrasies have started to diminish their credibility, impact or results.
- ✓ You lack internal resources who are sufficiently trained, experienced, or politically savvy in dealing with executive performance problems.
- ✓ You have important, high-visibility or high-risk leadership roles that need to be filled quickly by replacement managers who are still not fully ready at the time of promotion.



Tom Davidson works with natural resource executives and others who want to accelerate their leaders, get their teams on track, and get new results from their leadership pipeline.



“I found his approach to be very helpful and feel like his input helped me focus on my career and enhance my leadership style.”

— Prashant Agarwal,
Director of Marketing, AIA Edge
Lab Collaborative Innovation
Center



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You Get

- ✓ An initial consultation with the client and the executive's sponsor to determine the best approach, combination of tools for the situation, and fit for the client.
- ✓ A comprehensive assessment phase, including customized 360-degree feedback, online leadership profiles and in-depth joint analysis to determine patterns, and focus of development.
- ✓ A complete written report of the data collected during the assessment phase and the developmental foci decided upon jointly.
- ✓ A six- or 12-month coaching phase, including one-hour bi-monthly sessions in person, by phone or by web conference that convey the needed leadership principles, targeted resources, work assignments, and organizational consulting.
- ✓ Should the situation involve poor fit in the current role, the process will include forthright recommendations about what it would take to fix the root cause of performance deficits and what roles would likely be a better fit.

So That

- ✓ Your key executives get the honest feedback and objective perspectives that they rarely get from internal resources.
- ✓ Your high-potential executives overcome dramatic changes in scope or role.
- ✓ Your aspiring executives are prepared for higher-level transitions by having the qualified personal support they need, when they need it.
- ✓ Your valued but potentially derailing executives get a much-needed course correction before it is too late.
- ✓ Your new executives brought in from outside the organization make the smoothest possible onboarding transitions.



“Tom’s counsel provided a framework for me to move into our international organization’s Executive Development Program to become a CEO. It’s well worth the investment of time, effort and resources if you’re fortunate enough to be selected as one of Tom’s clients.”

– Mark A. Barth
Chief Information Officer,
Goodwill Central Virginia



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