



## ***What is Your Leadership Development Challenge?***

### **Are you a Leader...**

- Facing the biggest challenges your group has seen?
- Resource constrained and expected to do more with less?
- Needing to motivate and inspire your people?
- Keenly aware things need to change but not sure where to begin?

### **Are you the Talent Development Manager and...**

- It's your job to develop your organization's people -- how do you do it all?
- You want to infuse fresh ideas/perspective into your training programs
- You want to design and implement an intensive leadership development program -- not just a single class -- but a powerful learning experience that will grow wisdom in your leaders over the next year

### **Or...**

#### **Do your:**

- Employees complain that decision-making happens only at the top.
- Culture seems to be one of fear of speaking up and of disagreeing, or conversely, everyone feels they should be part of every decision....

#### **Do you want:**

- Expectations regarding the decision process to be clearly defined.
- Distinctions to be clear between decisions that require consensus and those seeking input only.
- Group involvement to be appropriately solicited on critical decisions that require buy-in and commitment
- Leaders to appreciate that not all decisions should be discussed at the group level

***If any of the above is true for you, then let's talk. A customized Talent or Leader Development program could be the solution for you/your people.***