

Types of Problems We Fix	What We Do	Target Market	Service Line
<ul style="list-style-type: none"> • Anxiety about the readiness of high potentials to move into leadership roles • Concerned you have some leadership blind spots that limit your ability to make an impact, encourage innovation, and/or implement your plans • Surprised to discover there are perception gaps between you and the people you regularly work with 	<p><i>Leading With Courage</i> on-site training program for groups</p> <p>360 degree leadership assessments and follow-up coaching, under the Leaders With Courage brand, using:</p> <ul style="list-style-type: none"> • Proprietary leadership model • Standardized online assessment • Certified executive coaches 	<ul style="list-style-type: none"> • High Potential managers • Leaders who develop and execute strategic and operating plans • Anyone responsible for managing or developing others • All industries and types of organizations 	<p>Effective Leaders With Courage with 360 feedback assessments and on-site workshops</p> <p>ROI – improved self-awareness, better alignment with and among key stakeholders, enhanced ability to execute plans, improved bench strength</p>
<ul style="list-style-type: none"> • Worried that you’re not keeping ahead of risk and oversight challenges • Anxiety that a new board member, CEO, or COO will not make an impact as quickly as you need it • Nervous about making the same mistake(s) again and what will happen if you fail on your second attempt to “get it right” 	<p>Strategic, cultural, and business operations diagnostics that reveal perceptions, assumptions, and misalignments that require attention. Best engaged:</p> <ul style="list-style-type: none"> • Prior to retaining a recruiter to fill a C-level position, or • When a newly appointed board member or CEO begins his or her new role, or • In advance of preparing a strategic plan 	<ul style="list-style-type: none"> • Newly appointed board members and CEOs, especially at family-controlled, private companies • Decision makers who have tried to fix their problem(s) themselves, but didn’t get the results they needed • Companies with revenues of \$30-\$500 million 	<p>Setting Leaders Up For Success by identifying the strategic business imperatives</p> <p>ROI – improving the odds for success, making an impact sooner, increase in business value, lower business risk</p>
<ul style="list-style-type: none"> • Frustration with your partners who have become complacent • Annoyed that your clients are using your competitors for services your firm offers • Surprised by the loss of clients who you thought liked your firm and your services 	<p>Customized face-to-face and electronic surveys that:</p> <ul style="list-style-type: none"> • Discover unmet and emerging needs of clients • Identify sources of referrals • Improve client retention, and • Reveal incremental sources revenue 	<ul style="list-style-type: none"> • Professional services firms – CPAs, law, consulting, banks, wealth managers, etc. • Firms with 5-100 partners or client servers 	<p>Going Farther, Growing Faster with client loyalty assessments</p> <p>ROI – increase in revenue, greater profitability, improved client retention, more referrals</p>
<ul style="list-style-type: none"> • Struggling with satisfaction with the status quo • Sick and tired that it takes so much time to get everyone on the same page • Fed up with the number of initiatives that are started, but never finished 	<p>Facilitate a structured, disciplined process for preparing a 3-year plan that leads to a few clearly defined objectives, goals, strategies, and measures</p>	<ul style="list-style-type: none"> • Any type of organization – for profit, not-for-profit, large, small, US-only, multi-national 	<p>Focusing On Fewer And Bigger with a proven process for thinking strategically</p> <p>ROI – organization alignment and commitment, breakthrough results, focusing on what’s important</p>