



# The Advisory Alliance

TALENT. LEADERSHIP. PERFORMANCE.<sup>SM</sup>

## Developing Exceptional Leaders

### Sample Leadership Development & Succession Planning Solutions

- **Comprehensive Succession Planning Processes** for developing a reliable, internal supply of exceptional talent.
- **Executive Coaching** (3 to 18 months) to ensure sustained leadership development and impact.
- **Leadership Assessment and Assessment Centers** for candidate selection, internal promotion, talent development, and succession planning.
- **360° Feedback Assessments**, including Kouzes and Posner's **Leadership Practices Inventory**; CCL's **Benchmarks**<sup>®</sup>, and the **Leadership Versatility Index**<sup>®</sup>.
- **EEOC-compliant Psychometric Assessments** used by Fortune 100 companies to screen, identify, and select exceptional talent.

### Sample Leadership & Management Development Programs

**Half-Day, Single-, and Multi-Day Programs** to expand Leaders' and Managers' perspectives, capabilities, and versatility. Examples include (partial listing):

- **The New Leader: Making the Transition from Individual Contributor to Leader**
  - **Leading and Managing the New Generations: Are You Ready?**
- **Talent Management: Identifying and Developing Exceptional Leaders and Managers**
  - **Select for Success**<sup>™</sup>: **Selection & Interviewing Skills** used by the Fortune 500
- **Thinking and Leading Strategically: The New Imperative**
  - **Coaching Others to Higher Performance and Their Full Potential**
- **Building & Leading High-Impact Teams**
  - **Delegating Accurately and Effectively**
- **Delivering Objective, High-Impact Feedback that Works**
  - **Managing Conflict with Confidence**
- **Situational Leadership**<sup>®</sup> for all Leaders
  - **Implementing Performance Management Processes: More than the Annual Review**
- **Beyond Effective Presentations: Center Stage Public Speaking**