

# Leadership Training & Development Consulting Services

## Leadership Off Site <sup>TM</sup>

**Overview:** Service provided for strategic meetings that will help groups move from meeting objectives to tangible action items. This is extremely helpful when cross-functional groups are working through issues and opportunities. Facilitation discussion can keep sessions on track and help produce tangible outcomes.

**Focus:**

- Setting and clarifying business and organizational context.
- Exploring possibilities for new ideas.
- Establishing feasibility criteria for focus.
- Creating action plans.
- Role & responsibility matrix.

**Target Group:** Teams, customers, work groups, Operating committees, or cross-functional strategy meetings.

**Format:** Customization depending on need. Usually 1 - 2 day sessions.

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## Executive Coaching

**Overview:** Executive Coaching is a key component of an overall strategy to support the success of key top development and senior leaders. This one-on-one personalized, confidential engagement with an experienced GlobalEdg coach is designed to accelerate the participant's growth in their personal career satisfaction as well as their impact on business results.

**Focus:**

- Establishing purpose and outcomes of coaching.
- Designing a customizable and confidential process.
- Developing objectives, strategies, and actions in order to create and execute a Leadership Development Plan.
- Measuring individual and organizational results.
- Developing a sustainability plan.

**Target Group:** Senior level executives (Director and above).

**Format:** Multiple individual coaching session.

## High-Potential Development

**Overview:** Working with an organization's Human Resources department, GlobalEdg will create a development program to help identify and develop a company's next generation of leaders. A reliable and consistent process is put in place to enable corporations to look across the organization in order to find and develop high potential talent.

**Focus:**

- Design and implement a process that aligns future leaders with business needs.
- Develop and implement a databased process for identifying high-potential talent.
- Talent Development Roundtable discussions.
- Easy to use tools and templates for identifying and tracking success.
- Business aligned Individual Leadership Development Plans.

**Target Group:** HR leaders who will facilitate and Senior Executives who will own the process.

**Format:** Customized service

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## Executive Succession Planning

**Overview:** This service provides an organization the ability to plan its future human capital needs in order to fulfill its strategic growth plan. The critical part of this service is a quantitative and qualitative assessment of the future potential of current talent.

**Focus:**

- Identifying organizational capabilities needed to meet your company's strategic growth plan.
- Anticipating changes in critical positions.
- Identifying strengths, improvement areas, development needs and blockers.
- Assessing future potential of current talent.
- Developing near-term replacement plans.

**Target Group:** Organization or business units that have a need to have a succession plan in place for future growth.

**Format:** Interview Key Stakeholders. Assessment of business and human capital needs. Design an intervention and implement together with client.