

# Ready. Set. Accelerate.



## Is the Talent in Your Leadership Pipeline Ready to Go?

**89%** of executives say it's a top priority to strengthen, reengineer, and improve organizational leadership.\*

In addition, accelerating the talent in the leadership pipeline was among the top three priorities for virtually every organization polled in CLG's 2015 CHRO Study. The study also revealed organizations are:

- Challenged by the shortage of "ready now" leaders and gaps at every leadership level, from the top to bottom
- Concerned about experience gaps among up-and-coming leaders
- Convinced that a robust talent pipeline is only possible when senior managers and leaders take true accountability for talent development

*Is it possible to accelerate leaders' development to strengthen your leadership pipeline and still maximize organizational performance? The answer is **YES!***

\* Deloitte's 2016 Human Capital Report



**BEHAVIOR-BASED  
MANAGEMENT  
CONSULTING.**

# A Deliberate and Targeted Approach Will Ensure Leaders Are Set to Take Off

No two companies are the same, so why rely on off-the-shelf solutions to prepare up-and-coming leaders to effectively step into leadership roles? CLG provides solutions that are tailored to the specific needs of your organization and individuals. Because of the size and nature of our firm, we are not only able to customize leadership talent development, but also scale our solutions to many individuals in your company. We're agile. Responsive. And in tune with your needs.

Whether you're looking for a fast start for immediate impact or a long-term program to address a variety of leadership development challenges, CLG provides a solution that is right for you.

**Choose from our extensive menu of leadership talent accelerators.**

## 100-Day Leadership Booster

Our fast yet customized solution is ideal for companies that have changed strategies or organizational goals. It ensures your specific leadership capabilities and competencies are tightly aligned with strategy in a measurable way. We can help you:

- Identify and/or align critical leadership capabilities to your business strategy
- Assess leaders against strategic capabilities
- Update or create a roadmap for developing people against the capabilities you have pinpointed
- Identify immediate, as well as mid- and long-term talent interventions

## Talent Resource Accelerators for Maximum Impact

CLG utilizes proprietary knowledge and leadership development experience to pinpoint specific ways to maximize return on investments in individuals in your leadership pipeline. We can help you:

- Leverage project assignments and job rotations to ensure learning is explicit and transferable to future roles
- Increase the impact of leadership training with follow-on focused coaching
- Assess individuals' potential to accelerate movement through the leadership pipeline
- Uniquely accelerate the development of different generations
- Accelerate development of HiPo mid-level leaders via Development Centers
- Prepare leaders for role transition via planning and coaching support to avoid flame-outs
- Identify talent for springboard roles and roadmap them through progressions

## Leadership Pipeline Audit

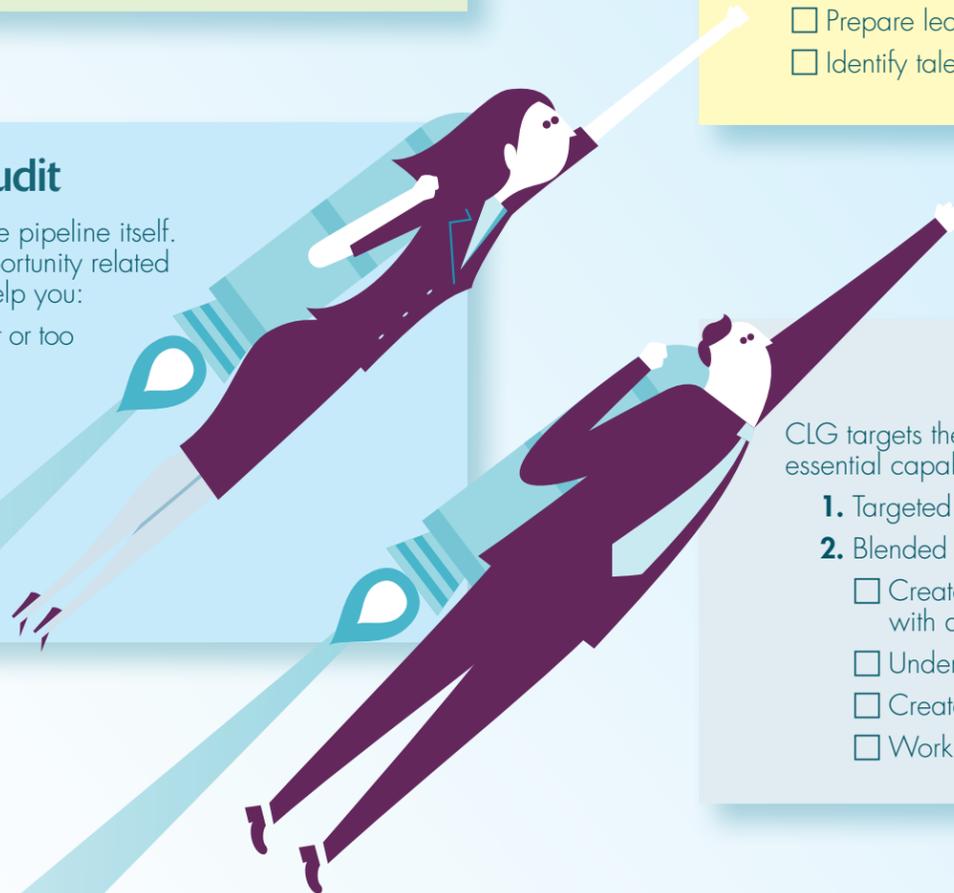
Let us provide sound data to help you assess the effectiveness of the pipeline itself. We will help you pinpoint specific gaps and areas of greatest opportunity related to generating the leadership talent that is needed. The audit can help you:

- Identify where the talent pipeline is flowing well, moving too fast or too slow, and/or address blockages
- Pinpoint where and how leaders need to be strengthened to become effective talent developers
- Create better alignment around what the organization must do to supply critical leadership talent
- Understand the key leadership actions that will drive development of leaders in your organization

## Rapid Skill Development Workshops

CLG targets the specific needs of your organization and helps to rapidly up-skill mid-level leaders in essential capabilities such as:

1. Targeted progression development (Development Centers)
2. Blended learning workshops:
  - Create conditions for high performance with accountability systems
  - Embed change leadership
  - Understand strategy and fine-tune execution
  - Build a culture of excellence
  - Create cultures of innovation
  - Ensure executive presence
  - Work effectively within a matrix organization
  - Improve presentation skills



# How the CLG Approach Is Different

CLG has been helping organizations develop world-class leaders for nearly a quarter of a century. All of our leadership development options are customized to address your leaders' development in a way that is specific to the individual and your business. Our flexible and adaptive approach strengthens your leadership pipeline to meet your organization's ever-changing needs.



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