

## LEADERSHIP DEVELOPMENT

### Taking Action: Denison Leadership Development Solutions

Effective leadership and high-performance cultures are inextricably linked. Recognizing this link, Denison provides a unique approach to leadership development that helps leaders at all levels cultivate the capabilities that drive key business outcomes. As a result, organizations can launch development efforts that are aligned with culture initiatives and talent management strategies.

Hundreds of organizations have utilized Denison's expertise in their leadership development activities. Our world-class coaches and consultants provide customized development plans to meet your organization's specific needs and desired outcomes, including tailored coaching sessions, action planning, and follow-up assessments.

#### Our approach to executive coaching and development focuses on several key phases:

-  **Awareness**—The foundation for the client-coach interaction is discussed, and interaction focuses on the client becoming aware of things that are working well and things that could be working better. This phase can take the form of problem identification, translated accomplishments, continued leadership challenges, etc.
-  **Assessment**—Leveraging our world-class diagnostics, we provide an integrated portrait of how our coaching clients are perceived by their boss, peers, direct reports, and other key stakeholder groups. One-on-one interviews with selected individuals who have a stake in the client's performance may also be conducted
-  **Action**—In the action planning phase, we help our clients develop a set of demonstrable actions that preserve and sustain positive themes heard in the feedback, and that address areas for improvement that will have the most significant impact on organizational or personal change
-  **Achievement**—In executing action plans, clients see how recommended action are working for them, and discover how to behave in ways that are more productive for the organization and those with whom they interact

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