

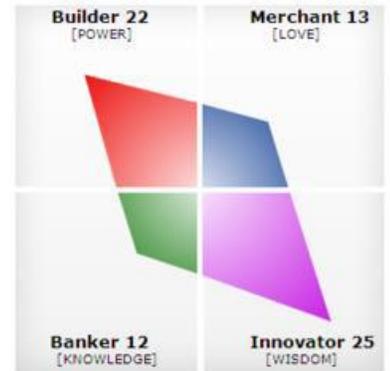


For Top Teams and Divisional Teams in Organizations

The Leadership Team Profile™ Overview

Find the money. Complete exercises to evaluate all sources of revenue and determine which generate the greatest gross margin and everyone's contribution to those margins. A full-day, client-site event. This is a powerful, success-oriented process with tremendous impact on the team and company; leave with a professional development plan that maps individual Core Values Nature™ to essential tasks aligned with the company's immediate performance goals.

The Leadership Team Profile™ provides an assessment of the strengths and balance of your current leadership team at any level in your organization. We work with you to review past performance relative to goals and objectives, and cause a redesign of each position, optimized to the contributions of all.



Summary of the Team Leadership Profile™ Process

- Identify current key metrics: Total Revenue, Direct Labor, Gross Profit, Gross Profit Margin, etc.). This baseline points to performance goals for the next 3-5 years
- Clarify and prioritize current strategies for company development
- Specify new challenges, individual assignments and the *Core Values Nature* of each executive
- Identify team weaknesses: too little action/results energy and too much assess/solve energy
- Create a focused team and a strategic leadership plan to assist the CEO in further development of each team member
- Follow-up meetings with the CEO 30 and 90 days after the session

Guidance for the CEO/Division Leader in deciding:

1. Whether to hire new team members and an ROI-justification for doing so
2. Whether to re-position or re-commission exiting team members
3. Where administrative support positions are warranted

CEOs, VP Executives, Division Leaders and their teams will:

1. Participate in mature conversations that lead to cleaner evaluations of every person's performance in their role to-date, and a redesign of each role going forward.
2. Become more knowledgeable about who they are at their deepest level; learning to lift themselves and each other to the place of highest and best contribution for the company
3. Increase awareness of the human-performance bell curve and the missed opportunities your company suffers if some people are in the wrong seat.