



The Woodmansee Group, LLC
Strategic Talent Solutions
Transforming Through People

The Compelling Case for Outstanding Leadership

For decades, research and experience have shown that regardless of how sound your strategy, how efficient your processes, how stellar your products, or how convincing your marketing, it's your people who are key to the success of your organization. Even more important are your leaders, as they play such a critical role in driving results and influencing staff morale. In fact, leadership is the top determinant of employee engagement, which drives employee satisfaction and retention, customer satisfaction and retention, financial results, and overall staff morale, and it accounts for 70% of the variance. There's no reason to risk having leaders or your organization underperform when **TWG's Leadership Selection and Development** offerings can power improved effectiveness and business results.

Leadership Selection

- **Hiring and Staffing: *Only 15% of hiring managers feel 100% confident in their choice at the time of hiring.*** When staffing a position, it's crucial that the candidate possess the knowledge and technical skills to do the job, but also the leadership skills that will succeed in your culture.
- **Onboarding: *Leaders who successfully transition into new positions have a 90% success rate in meeting their 3-year goals.*** This is in stark contrast to the typical failure rate of over 50% for leaders new to their positions.

Leadership Development

- **Assessment and Development Planning: *Fifty-five per cent of CEOs say their biggest challenge is developing next-generation leaders.*** It is imperative that any leadership development endeavor begin with a valid assessment and an understanding of the leader's context so the development plan can be customized for optimal results.
- **Executive Coaching: *About 80% of the global workforce say they are disengaged, and the immediate boss is the most influential factor.*** In today's rapidly changing business environment, leaders must continue to grow and hone their leadership skills to remain a valuable asset to the business. Research studies have shown a 500%-600% return on investment from professional, business oriented Executive Coaching.

Leadership Selection

- **Hiring and Staffing: *Only 15% of hiring managers feel 100% confident in their choice at the time of hiring.*** When staffing a position, it's crucial that the candidate possess the knowledge and technical skills to do the job, but also the leadership skills that will succeed in your culture. An experienced TWG consultant can work with you to identify the key competencies and approaches appropriate for your business context and organization culture. Using the Hogan personality assessments, the consultant can provide you with important insights gleaned regarding the candidate's key strengths, possible watch-outs, core values, and overall fit with your organization. This critical knowledge informs your hiring or staffing decision so your odds of selecting the right leader are significantly increased.

- **Onboarding: *Leaders who successfully transition into new positions have a 90% success rate in meeting their 3-year goals.*** This is in stark contrast to the typical failure rate of over 50% for leaders new to their positions. TWG offers onboarding coaching to help newly appointed leaders adjust quickly and increase their effectiveness within the team and organization. There are several onboarding coaching components, all addressing key expectations, key stakeholders, and key cultural factors that must be identified and clarified for success.

Leadership Development

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- **Executive Coaching: *About 80% of the global workforce say they are disengaged, and the immediate boss is the most influential factor.*** In today's rapidly changing business environment, leaders must continue to grow and hone their leadership skills to remain a valuable asset to the business. Numerous research studies have shown a 500%-600% return on investment from professional, business oriented Executive Coaching. TWG's experienced coaches can work with your leaders to identify strengths they should lean into, watch-outs they should rein in, and blind spots that might deter their effectiveness both now and in the future. With the TWG coach, the leader will create an action plan with measurable goals to drive organizational results and to ensure continued personal growth.