



RIGHT

MANAGEMENT CONSULTANTS®

Great Lakes Region

# Executive Suite Consulting Services

*Developing the competencies senior leaders need to succeed now and into the future.*

Right created Executive Suite Consulting Services to address the unique needs of senior-level executives (senior vice-president level and above) to ensure that your organization has the leadership needed to create and sustain success. Right has extensive experience working with key executives up to and including the highest level of leadership in global Fortune 100 companies as well as in smaller organizations.

Right's highly skilled and business-savvy consultants customize these services to help your leaders succeed in meeting your organization's objectives:

- **CEO Assessment** - *Select the best CEO candidate and/or develop potential CEOs to provide a smooth transition and ultimate success.*

Right's unique CEO Assessment method includes a two-day "Day in the Life" simulation. This involves simulated meetings with the executive team and CFO, a media interview, meeting with a board member, multiple urgent financial and strategic issues that may need to be handled, and a taped presentation to employees.

- **Senior Executive Succession** - *Identify and develop successors with the potential to excel in executive leadership positions.*

Right works with the CEO and board of directors to identify, assess and develop internal and external candidates and ensure smooth transitions. This is an organizational imperative since demographics indicate a significant number of senior executives will retire in the next five to 10 years.

- **Senior Team Alignment** - *Align members of your senior team with each other and with the goals of the organization.*

Right works with the CEO and other senior executives to determine the issues and outcome. Right uses organization analysis, customized exercises to illuminate team dynamics and work on real-time issues to achieve optimum business objectives.

- **Senior Executive Coaching** - *Accelerate the effectiveness of your key executives.*

Right's organizational psychologists specialize in coaching the most senior-level executives, including CEOs, COOs and CFOs, on issues that impact their performance and the

success of their organizations. This highly confidential coaching addresses the world in which senior executives live and the unique challenges they face as leaders.

- **Executive Development Programs** - *Align executive development with your organization's needs.*

Right's consultants tailor development programs to help executives build the skills necessary to succeed in their positions and advance within the organization.

» **Strategic Alignment Lab** is a "continuous simulation" in which an executive assumes a fictional role and, throughout 3-5 days, works through complex business issues with feedback from peers and executive coaches.

» **Leading for Performance** is a highly customized, long-term (6-12 month) program for new and/or potential senior executives to explore future leadership challenges and develop a unique leadership model linked to your business strategy. Action-learning modules link skills with real organizational issues.

## THE KEY TO COMPETENT, COMMITTED EXECUTIVE LEADERS

Right's research shows that most executives want and need development if they are to stay at the top of their game. Development is key to ensuring executive achievement and professional growth, as well as an imperative for organizational success. Right also offers a full range of programs, through its Key Executive Service, that complete the career lifecycle by providing high-quality support to executives transitioning out of the organization.