



RIGHT

MANAGEMENT CONSULTANTS®

Great Lakes Region

# Leadership Development

*Leadership and learning are indispensable to each other.*

*John F. Kennedy*

Effective leadership development is driven by organizational strategy. It focuses on aligning leaders with the strategy and developing leaders with the specific competencies required to execute the strategy effectively. Leadership development with real impact reflects and is linked to the organization's values, culture, context (e.g., current environment and competitive conditions) and readiness to adapt.

Right's Leadership Development focuses on improving the business results of our clients through customized programs aimed at the full spectrum of leadership levels:

- **Executive** – These two highly customized programs are aimed at executives and high-potential leaders and provide leaders with development and support needed to deal with current challenges and lead their companies in the future. **Leading for Performance** is a customized, yearlong program for high-potential leaders. The **Strategic Alignment Lab** is a 3-4 day intensive executive session formulated around a business simulation.
- **Leadership** – The **Leadership Development Skills Suite** is a series of tailored modules using proven, research-based content and tools to build the skills leaders need to be effective. The modules can be used “off-the-shelf” or customized to reflect the client's strategy and culture, and combine “classroom” development with other activities to foster leaders' ability to grow and change.
- **New Manager** – Designed for new managers (first-line supervisors and newly promoted leaders), this program offers the opportunity to learn/review basic management skills. **Supervisor Skills Enhancement Suite** is a series of consultant-led training modules presented in a standard, five-day format or in smaller segments to fit the client's work schedule.

## THE RESULTS

Our clients choose Right as a partner for their leadership development efforts for many important reasons, including:

- **Our customized solutions.** Our leadership development programs can be customized for clients to reflect business strategies, environment and culture.
- **Our proven methodologies and tools.** We provide world-class development strategies, programs and tools based on rigorous research and best practices in leadership development.
- **Our consulting approach.** Our systematic approach to leadership development ensures linkage with the organization's strategy and HR systems such as talent management and succession planning.
- **Our business savvy consultants.** Right's consultants are recognized experts in the leadership development field, having served as HR and line executives in and consultants to Global 500 companies.
- **Our global reach.** Right's worldwide presence allows us to design and deliver leadership development initiatives wherever our clients are. Right's consultants offer consistent, high-quality service while adapting the content/approach to local leaders.

### LEADERSHIP DEVELOPMENT...

*Builds the specific skills leaders need for success*

*Uses proven, research-based content and tools*

*Is customized to reflect organizational strategy, culture and goals*

*Combines development initiatives to optimize leaders' time*