

LEADERSHIP DEVELOPMENT... WHEN ONLY THE BEST WILL DO

LEADERSHIP development is rarely a DIY 'fix' within organisations.

Leadership development is essential to business sustainability. In trying to secure it, companies face three choices: DIY, outsourcing and outsourcing to experts.

Some organisations seek an internal 'fix' after initial disappointments with the results achieved through less-than-expert outsourcing.

Executive coaching is loosely regulated. Standards vary. There is little differentiation across 'me-too consultants' while commoditised offerings cannot possibly respect the uniqueness of your organisation.

Results from Leadership Development Consultancy (LDC) via inexperienced, poorly qualified, under-resourced consultants will be sub-optimal at best.

Customised LDC is invariably required when organisations demand sustained improvement in leadership standards, better decision-making and strong growth in the internal pool of credible, confident leaders, especially in these tough times.

DIY solutions also have limitations. Most organisations lack the necessary resources and are challenged to recruit the right skills, establish proper structures, create appropriate processes and deliver a quality outcome. Costs are high and may be uneconomic.

When leadership development is driven by insiders only, you also run the risk of perpetuating past deficiencies (breeding versus in-breeding).

What is the Change Partners response?

We believe outsourcing to proven experts is vital and in the long haul delivers the best return on your LDC investment.

We apply our core philosophy of partnership rather than dictatorship. Organisations are experts in their own needs. Their input in solution design is vital. One-size does not fit all. LDC has to be tailored, not delivered off the shelf.

Change Partners has developed a dynamic, modular LDC solution that enables an organisation to check the fit and, in collaboration with the consultancy, develop the right approach.

A tailored leadership development programme can take anything from three weeks to three months to design and scope, depending on company size, needs and nature of the business.

THE PROCESS TYPICALLY ENTAILS:

- Define/review current and desired leadership vision and profiles for leaders and leadership teams
- Define/review individual and team leadership models (aligned with the organisation and its strategic direction)
- Define/review current and desired culture and values
- Formulate the roadmap to the desired future
- Tailor the optimal leadership development solution
- Integrate, co-ordinate and align the new leadership programme into the organisation through formal change management methodology
- Ensure integrated performance feedback loops (continuous individual and team monitoring and effectiveness reviews)

Change Partners is the foremost leadership development and executive coaching firm in Africa and forms part of The Global Coaching Partnership. For more information about Change Partners, leadership development and executive coaching please contact Tel: +27 11 807 9333, Fax: +27 11 807 9339, Email: change@change.co.za or visit www.changepartners.co.za



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The tailored solution is designed to dovetail with any and all of the services offered by Change Partners, including individual one-on-one coaching, group coaching, team coaching, development of the desired culture and climate, and coordination and management of change processes.

LDC requires experience as well as expertise. In this regard, Change Partners has coached more than 1,200 leaders over more than a decade.

Outsourcing to a proven LDC practitioner enables a client to work with a specialist that draws on a wide base of expertise and tailors deliverables and processes in line with specific organisational requirements and priorities.

You also access best practice ... because only the best is good enough when it comes to the leadership of your organisation.



Helping Good Leaders Become Great