



## Talent Development

# Leadership Effectiveness

## Great Leaders Are Made, Not Born

Good leaders are expected to set the strategies that enable an organization's growth and profitability. Great leaders coach their team members to contribute towards achieving those goals. These are not innate skills; they are developed, practiced and honed. This results in improved productivity, engagement and retention. Investing in your leaders makes great business sense.

## ReSource Pro Leadership Effectiveness Solution

ReSource Pro's Leadership Effectiveness customized programs teach proven skills to complement a person's natural abilities. Each program is designed specifically for the outcomes you want to achieve. Through workshops, tools and frameworks, you can build capabilities in areas such as: Problem Solving, Collaboration, Performance Management, Delegation, Coaching, Talent Planning and more.

## What We Do

We build on our extensive Leadership Effectiveness experience and customize programs to fit your needs.

### 1. DISCOVER

Together we'll define what success looks and feels like, so progress can be measured. We'll identify root issues, so that we can offer the most effective talent solution for your needs.

### 2. DELIVER

Choosing the best mix of activities that help your people perform their best, we'll design, develop and deploy a customized program.

### 3. ADVANCE

Capturing insight from integrated metrics to gauge impact, we'll discuss the progress achieved and ways to advance it further.





### Here's Why It Makes Business Sense

**IMPROVED PERFORMANCE** – by arming your leaders with the skills that enable and motivate everyone in the organization to up their performance.

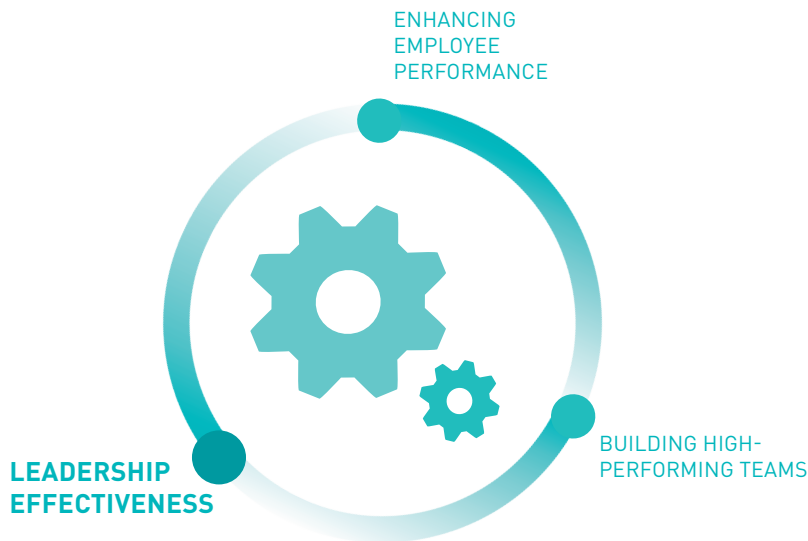
**REDUCED COSTLY CHURN** – when leaders manage their people better, those people in turn are more satisfied and feel confidence in the organization, leading to decreased attrition at every level.

**INCREASED AGILITY** – with the ability to better manage teams and situations, leadership gains the capacity to focus on critical issues facing the industry.

**PERSONAL DEVELOPMENT** – not only does talent development improve the organizations' capabilities, it allows individuals to develop, grow and improve, while instilling loyalty.

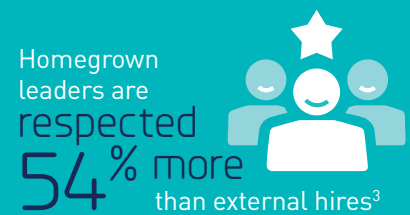
### Talent Development Modules

By developing and investing in your people as they advance through your organization, you'll help to ensure both their personal satisfaction and boost the performance of your business.



### Experience You Can Count On

Companies that increase the number of talented managers and double employee engagement rates achieve



<sup>1</sup>Gallup: <http://www.gallup.com/businessjournal/167975/why-great-managers-rare.aspx>

<sup>2</sup>Gallup: <http://www.gallup.com/businessjournal/167975/why-great-managers-rare.aspx>

<sup>3</sup>Taleo: "Grow Your Own CEO Study"

### For more information

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