

LEADERSHIP CONCEPTS

FACT SHEET

LEADERSHIP CONCEPTS is a multi-dimensional group of professionals sharing expertise with the business community. We offer a personal approach to assisting businesses from partnerships to large companies, using executive coaching, consulting to management, workshops, seminars, and assessment services. We recognize that an organization's success is dependent upon the effectiveness and skill of its people.

The consultants of **LEADERSHIP CONCEPTS** combine a rich diversity of occupational backgrounds and expertise, including professional psychologists, business leaders, and trainers. Our aim is to help businesses to achieve enhanced performance, resolution of problems, successful transitions, healthy organizational culture, and retention of valued people. Our specialty is helping individuals and groups thrive in times of challenge and change. **LEADERSHIP CONCEPTS** believes in transforming organizations through their individuals.

LEADERSHIP CONCEPTS is headed by Dr. Bill Morgan. Dr. Morgan is a psychologist specializing in customized organizational development and leadership enhancement services. Dr. Morgan brings an understanding of intra- and interpersonal dynamics as well as organizational functioning which guide the personalized work that he does.

LEADERSHIP CONCEPTS focuses on utilizing individual strengths and developing additional competencies individuals need in order to perform and excel in their current or future positions. In addition, **LEADERSHIP CONCEPTS** addresses the problems that plague most businesses, such as conflict management, communications, leadership skills, stress reactions and burn out, emotional consequences of change, employee turnover, and executive selection and hiring. **LEADERSHIP CONCEPTS** helps companies find, keep, and develop the best people.

LEADERSHIP CONCEPTS

SERVICES OFFERED

Improving the Effectiveness of Organizations Through People

Executive and Manager Development

A proactive approach to accelerated individual and team development, resulting in sustained behavior change and increased effectiveness. Based upon in-depth objective assessment yielding excellent self-understanding information, strengths and areas of needed development are identified. The expertise of a business psychologist is utilized to provide guidance in developing necessary insight and competencies in targeted areas. Support and help are provided to make personal growth a priority amidst the pressures and demands of work. Workshops and team development exercises are also available.

Executive and Manager Selection

Assessment services to provide objective information with regards to how an individual's personality and strengths match the needs of a particular position and company. Ensuring a good person-to-job fit increases retention and effectiveness.

Assisting Troubled Employees

Helping executives or managers who are in danger of derailing to develop greater self-understanding, insight into interpersonal issues, and achieve sustained behavior change.

Stress Management

Programs for individuals or groups who are coping with difficult circumstances, pressures, and changes to assist in keeping emotional balance under pressure and sustaining work performance.

General Problem-Solving

When people issues are a source of difficulty in gaining or sustaining effectiveness and performance in an organization, helpful expertise is available for addressing the challenge.

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THE DOLLARS AND SENSE OF LEADERSHIP CONCEPTS

Research findings show that companies that are responsive to the needs of their employees make more money.

- Businesses identified in The 100 Best Companies to Work for in America were found to be twice as profitable compared to the average Standard and Poor's 500 company.
- Progressive companies had higher long-term profitability and growth over a twenty year period than companies that did not use progressive human resource programs.
- Companies using participative management techniques were found to have better financial strength, earnings, and net profits, with lower employee turnover, absenteeism, and grievance activity.

Progressive management techniques place a higher demand and emphasis on the people skills of its leadership and managers.

LEADERSHIP CONCEPTS specializes in helping businesses bring out the best in their people and develop needed competencies. Our training and experience in helping people change and develop gives us a depth of understanding that helps your organization enhance its people management effectiveness.

Five current trends in the business world demand increased skill in dealing with people-issues:

- Emphasis on quality, teamwork, and attention to customers,
- Increasing diversity in the workforce,
- A quickening pace of change, creating a need for greater adaptability,
- More competition for talented workers and leaders, and
- Greater integration of work and personal life, where personal problems are more likely to intrude on job performance.

Leaders today must be strong in more than just intelligence, technical expertise, and business know-how. These trends place more demand and emphasis on interpersonal skill and keeping emotional balance under pressure.

LEADERSHIP CONCEPTS

BENEFITS OF A COACHING INITIATIVE IN YOUR BUSINESS

Provides accelerated professional/leadership development

Whether a “high potential” or leader with a blind spot, coaching can develop the potential in every individual.

Achieve results more quickly and easily

With greater focus, more effective strategies, and less time wasted on mistakes, goals are achieved more efficiently.

Teams function with more synergy

Taking advantage of combined strengths and true collaboration, work groups function at a higher level.

Attract and retain best talent

People are attracted to businesses that bring out their best and are committed to development.

Fosters better transfer of learning

Ongoing one-on-one support and structure surpasses the actual learning and change available in one-time programs.

Improves morale

Better leadership combined with people feeling valued fosters the “buy-in” important to optimal performance.

Raises bottom-line profitability

Coaching has been shown to have a positive impact on profitability in businesses.