

# Leadership team development

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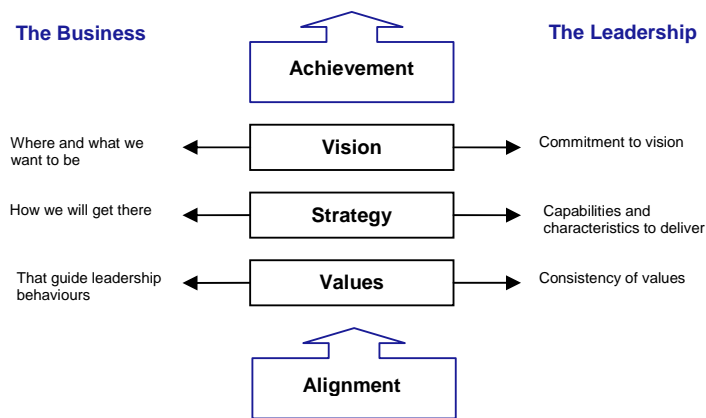
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The importance of the executive team in any organisation cannot be understated. Ultimately, the quality of their leadership determines the success or failure of the business. In order for a business to achieve its results, the leadership team needs to have a clear and agreed understanding of the organisation's vision, strategy and values. Over and above this understanding, the team needs both to buy into and to have *the capability to deliver* this vision and strategic objectives and act in accordance with the values that guide decisions.

CGR's "Strategic Leadership Alignment" is an integrated programme that helps organisations to unite their executive teams around the objectives of the business and builds the individual members' capabilities to deliver. It is equally relevant to established leadership teams who may be leading some change in the organisation's vision and strategic direction as it is to newly formed or recently changed teams.



The programme can be tailored to individual organisations' and teams' needs but typically follows five phases over three to six months:

- Facilitation of workshops to clarify (or articulate from scratch, where necessary) the organisational vision, strategy and values, coupled with a "time one" measurement of the team's current degree of alignment
- Individual assessment of each team member's core capabilities and personal style, through in-depth psychometric testing and feedback – leading to enhanced individual insight and understanding and to a profile of the team's common strengths and potential blind spots
- Facilitation of a team cohesion workshop to explore team's current degree of alignment to the vision, strategy and values, to present and understand the relative merits of the team profile and to formulate plans for capitalising on strengths and for overcoming team blind spots
- One-to-one coaching of team members, designed to build individual capabilities and alignment to the team's objectives
- Post-programme, "time two" evaluation of the team's degree of alignment and the effectiveness of the intervention, coupled with plans for cascading the benefits down through the organisation

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