



Leadership Effectiveness

ParCon's **leadership effectiveness** solutions help organizations rapidly improve performance by enhancing the quality and skills of leaders.

Leadership & Human Capital Solutions

Enhance Your Leadership

Unleash the potential of new leaders
Accelerate the development and effectiveness of your leadership team
Plan for succession

Manage Culture Change

Transform your culture, making it an engine powering strategic breakthrough

Excellence in Human Resources

Harness the power of your talent and resources by unleashing the value of your HR organization

Manage the Workforce

Insure the right talent is getting the best results through a systematic approach to workforce planning

ParCon Expertise

Strategy Solutions

Renew Strategy
Find Growth Opportunities
Improve Profitability
Improve Strategy Execution
Optimize the Business Portfolio
Manage Performance
Assess Strategic Capabilities

Leadership & Human Capital

Enhance Your Leadership
Manage Culture Change
Excellence in Human Resources
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Emerging Business Solutions

Interim Executives & Specialists
Executive Advisors
Solutions for Expansion Stage Businesses
Outsourced Strategic Processes

Immediate Impact through Leadership Effectiveness

Rapid and measureable improvements are a commitment away.

In challenging economic times, studies show that investments in leadership can make an immediate and sustainable improvement in organizational performance. Studies show that effective leadership can improve bottom line performance by 66% and dramatically increase employee retention.¹ Those companies that are best at developing their leaders outperform their peers in employee productivity (5.2%), cash flow (16.3%), profit margins (up to 47%), and market value (6%).² Given the potential impact it can make, are you investing enough in your leaders?

Tailored Leadership Assessment

Build the foundation for long term leadership excellence.

Whether you want to enhance an individual's leadership skills, those of your team, or you share a commitment to leadership development across the entire organization, the right starting point is an individually tailored leadership assessment. ParCon's approach yields a comprehensive view of each person's: unique talents and strengths, the fit of capabilities & competencies to your organization's objectives, and a development plan that can close important skill gaps. Our focus on the intersection of business strategy & leadership, coupled with talented behavioral science professionals, make us the ideal choice to provide a tailored leadership assessment and development program that will deliver an immediate and lasting impact.

Deliverables: Tailored assessment suite, evaluation tools (Interviews, DISC, Meyers Briggs, EQ), results interpretation, individual development plan. Timeframe 2-4 weeks, Cost: \$2,995.00

Leadership Coaching

Unleash the full potential of your current and future leaders.

Whether the focus is high potential development, leader transition or integration, skill building, or corrective coaching to modify negative behavior, ParCon's professionals help individual leaders and teams develop a customized, high-impact development & coaching engagement that consistently delivers breakthrough results. Let us demonstrate how a customized leadership development experience can create an ROI of 5-7¹ times your initial investment.

Deliverables: Interviews, Fact Finding, Customized Assessment, In-depth Evaluation, Detailed Development Plan, Ongoing Coaching, Timeframe to 180 days, Cost \$9,995.00 and up

¹ Borsin & Associates, 2008, ² Jackson Leadership Systems, Inc., 2006, "Leadership Development ROI"