

ESTABLISHING A LEADERSHIP MODEL

Vantage will help you more clearly define your talent needs, consider the important business implications and create a compelling model that captures what great leadership looks like for your organization.

We will actively engage your senior executives and other key stakeholders in order to identify their perspectives on both the *essential* and *game-changing* leadership skills you require for success and then help build a plan to get you where you need to go.

Our work always begins with a set of deliberately provocative questions: What are the big business challenges and opportunities facing your company...now and for the foreseeable future? In turn, what are the critical implications for leadership? Are you certain that you have the talent you require? If not, what are you going to do about it? These questions tend to test conventional patterns and often lead to meaningful and sustainable breakthroughs in thinking about what exactly you require.

By integrating your input with our thinking about *world class* leadership, we will draft, for your ratification, a talent framework and strategy that is both practical and aspirational and, most importantly, right for your company in these uniquely demanding times.

Questions and answers about the value of establishing a Leadership Model:

Q: *Why is having a Leadership Model so important?*

A: Two reasons...

- It provides a clear, actionable picture of what really matters to leaders and followers alike
- It establishes the foundation around which other processes can be integrated. For example, a Leadership Model provides a framework for:
 - Selection – hiring the best new leaders into the company
 - Performance review – assessing how your leaders are performing
 - Development – helping leaders grow the skills required for success
 - Talent management – assessing the potential of future leaders, building succession plans and identifying talent gaps

Q: *How does Vantage look at world class talent, and what are the implications for a Leadership Model?*

A: Over the years, we've had the opportunity to establish and research a set of dimensions that we believe distinguish world class leaders from the rest of the pack. These leaders:

- Consistently deliver extraordinary results

- Attract and develop outstanding talent
- Provide impactful, high value thought leadership
- Drive significant enterprise change
- Demonstrate real leadership presence

Q: *How can Vantage help us leverage our existing Leadership Model?*

A: We can help you develop and implement...

- A rigorous process that engages your senior team in a thorough consideration of leadership issues, needs and the relevance of your current Leadership Model
- Internal communications to better introduce the Leadership Model and its ramifications to your organization
- Tools, systems and methods that build capability in those areas targeted by your model

Q: *What else should we know about having a Vantage-developed Leadership Model?*

A: Executive assessment is a core competency of Vantage. Once your Leadership Model is in place, our assessments will tell you how your applicants or current executives stack up against the leadership dimensions you consider most critical.

Q: *How should the current economic crisis affect thinking on leadership needs and competencies?**

A: Clearly, today's challenges bring certain leadership attributes to the forefront. Four that are particularly important include:

- Courage – a willingness to ask tough questions and speak the truth
- Balance – poise under pressure, sensitivity to the situation
- Peripheral Vision – a capacity to see the whole field of play and make decisions accordingly
- Optimism – a fundamental orientation toward possibility

**For more information on this topic, see our pdf titled "Leading in Turbulent Times" in the Download More Info section*

If you have questions about this service or wish to talk to references, please contact us directly at 312.236.9351 or info@vantageleadership.com.