



Long-term leadership and organizational success is a two-way street.

Choosing the right leaders is one thing—keeping them is another. In today's competitive, unpredictable business climate, retaining the best and brightest is both more difficult and more crucial than ever.

Vantage Leadership Consulting has drawn on more than 40 years of consulting experience and research to develop a proprietary model that provides a holistic, deep dive into the unique relationship between a leader and an organization.

Vantage's ADM® roots out gaps, inconsistencies, and misalignment between leaders and organizations to maximize the efficacy, satisfaction, and success of both. The result? A detailed development plan for the leader that translates to a retention plan for the organization.

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

Vantage Leadership Consulting Talent Accelerated

20 North Wacker Drive, Suite 2720
Chicago, Illinois 60606
T: 312-236-9351
F: 312-236-4701
www.vantageleadership.com

Retention issues can stem from a variety of sources, but they all boil down to one thing: a misalignment between the respective needs and value propositions of both the individual and the organization.

Is your organization offering its leaders the developmental opportunities they need to thrive in their careers? And if so, how do you prevent your high potentials—or identified successor candidates—from becoming a flight risk? How can you ensure you're selecting the right person for the job so the leader you onboard today doesn't become a turnover cost tomorrow? Vantage offers customizable workshops structured around our proprietary Accelerated Development Model. We facilitate a series of exercises and discussions geared toward helping leaders and organizations cultivate the uniquely symbiotic relationship required for both parties to achieve long-term success.

ADM Working Sessions

- Sessions can be conducted individually, in the style of an executive coaching engagement, or with multiple leaders in a workshop setting
- Workshops can take place over the course of a full day or broken down into four 90-minute sessions at the cadence of your choosing
- All sessions are facilitated by a Vantage executive coach
- We start by taking stock of *your* reality—both needs and value proposition, for both leaders and the organization
- All leaders walk away with an individualized development plan

A Sample of What We Explore with Leaders

- **Understanding Your Needs:** What are your personal motivators, values, and goals?
- **Understanding Your Value Proposition:** What are you known for in your organization? What do you want to be known for? What skills do you offer that will be critical for delivering on future goals and strategy?
- **Understanding The Organization's Needs:** What are the key short- and longer-term needs of your manager? Your team? Your customers?
- **Understanding The Organization's Value Proposition:** Why do you work for this organization? What aspects of its value proposition meet your needs, and which don't?

We then help leaders identify gaps, inconsistencies, and missed opportunities—on both ends—to make sure the individual and the organization are getting the most out of their investment in each other.

The Accelerated Development Model:

