

## ToL's Leadership Development Services

### A Custom Leadership Development Approach

Whether it is working with an individual leader to take a department to the next level or helping a leadership team enhance their effectiveness to close current performance gaps; ToL works collaboratively with leaders using performance improvement tools coupled with a targeted development plan to achieve their performance goals and business results. Based on our assessment of the leader(s) needs we may incorporate the use of various instruments, such as:

- ◆ 360 degree feedback instruments
- ◆ Gallup StrengthsFinder
- ◆ Myers-Briggs Type Indicator (MBTI®) / DISC®
- ◆ Five Dysfunctions of a Team

### Leadership Development and Your Business Goals

Leaders today face significant challenges of adapting to constant change while doing more with fewer resources. Keeping their employees engaged and aligned to business goals in what is often a global/virtual environment is essential to the organization's success. Through a custom leadership development process, we address the priority leadership challenges and opportunities facing leaders today to help them achieve their business objectives. Specifically, ToL has partnered with our clients to develop leadership development solutions that have:

- ⇒ Enhanced leadership effectiveness resulting in improved team productivity and engagement
- ⇒ Improved communication between Leaders and their teams to improve engagement
- ⇒ Created alignment of priorities and roles & responsibilities to improve resource utilization
- ⇒ Streamlined decision making timelines to improve process efficiency



### Why Partner with ToL for Your Leadership Development?

We have a proven track record working collaboratively to grow and develop leaders across a variety of industries. When it comes to leadership development, ToL doesn't take a "one size fits all approach" as each leader has a unique style.

### Investment

Since 1996, we have been delivering valuable cost effective solutions to our clients that meet their performance needs. Our virtual structure, efficiency in the development process and depth of experience allow us to provide competitive leadership development solutions that meet the needs of our clients. To learn more about ToL's services, visit us at [www.transfersoflearning.com](http://www.transfersoflearning.com).