

# DEVELOPMENTAL SUMMITS



*Set the learning free.™*

## Talent Summits

The purpose of a talent summit is to help showcase your working professional students with their employers. When everyone is aligned about what skills the student is acquiring and what skills the employer needs, the students is more like to get considered for added responsibilities. Most employers expect a student to leave after they earn a graduate degree from a business school. Yet retaining key employees who have new skills learned at business school is good for everyone. A talent summit is a three/four/or even five way meeting with your student, his or her supervising leader, his or her talent management partner or HR, and a talent professional executive coach. Some schools also include a senior staff member from the business school. Finding the time for deep discussions with students' employers takes time. We do it everyday. Add our team to yours to hold talent summit. Executive Core can help you bring hard numbers to these conversations administering assessments—360° and 720° to show leadership growth at the beginning and end of programs. We also measure our success by tracking how often the leaders we work with get promoted, have engaged employees, and healthy financial results by functional expertise.

**Finding the time for deep conversations with students' employers takes time. We do it every day.**

We know your organization and this leader will benefit from an ecosystem of support, encouragement, and feedback that leads to exponential leadership. A summit coach/facilitator can highlight the learnings, assessment, and development that a university is teaching. The summit closes the gap between the student, school and employer. Summits allow the student, the university and the organization to gauge how much progress the student has made... including practical mastery of business skills... enterprise thinking, the ability to have strategic conversations, marketing, finance, economics, accounting, how to better grow talent, and assess risk. But we all know that your leader will also need some extra grooming on how they show up as a leader. Summits allow the student, the university and the organization to gauge how much progress the student has made over time in a focused and visible way that matters to their employer. We know every organization, even if they don't support the student financially, supports the student's Executive MBA in other ways. The organization may not realize the value the student can bring as a result unless these summit conversations take place.

**Summits allow the student, the university and the organization to gauge how much progress the student has made...**

## Why Talent Summits:

### Better showcase your school with student's employers—

- Corporate conversations lead to positive relationships with students' employers who feel they are a part of the student's learning journey and that everyone is aligned in the needs of growing that employee.
- Connect your leadership assessment and coaching efforts to student's actual work.
- Stabilize and increase corporate sponsorship and future admissions
- Connect corporations with your non-degree executive education offerings
- Learn about new talent gaps you can help fill with alumni and current students
- Open opportunities to co-build curriculum and capstone projects with area employees
- Open doors for future development dollars and research opportunities for your faculty
- Gather ROI numbers on the impact your program is having on employers
- Increase internal advocacy and support for students while they matriculate

# COACHING SUMMIT OPT-IN OPPORTUNITY

There are five primary stakeholders in a coaching engagement: coachee, coach, sponsoring leader, HR Business Partner, and Executive Talent Management Partner.

The Ideal Coachee	The Ideal Coach		
Owns the Work of Development and Change	Creates Conditions for Learning and Growth		
<p>Takes ownership for learning and development by making significant time, effort, and energy investments</p> <p>Transfers coaching insights to on-the-job actions and experiences</p> <p>Persists in the work and sustainment of development even when it becomes difficult</p> <p>Takes primary responsibility for ensuring key stakeholders are aligned and involved in supporting the development goals</p>	<p>Builds trust and adapts to the coachee's preferences</p> <p>Does more 'asking' than 'telling'</p> <p>Shows empathy, yet is candid and helps the coachee understand how others perceive him/her</p> <p>Helps establish a developmental path that resonates with the coachee</p> <p>Proactively engages primary stakeholders throughout the process</p>		
The Ideal Sponsoring Leader	The Ideal HR Business Partner (HRPB)	The Ideal Executive Talent Management (ETM) Partner	
Provides Active Support & Continuous Feedback	Monitors the Process and Provides Feedback	Drives Process Excellence and Support	
<p>Frames the coaching experience in a positive way and as a strategic investment</p> <p>Ensures that coaching is a complement to ongoing feedback, not a replacement</p> <p>Willing to make the time to engage with primary stakeholders at critical points</p>	<p>Takes primary responsibility for monitoring the coaching engagement</p> <p>Supports the coachee in engaging the sponsoring leader as an active participant</p> <p>Serves as a key feedback provider to the other stakeholders in support of the coaching goals and process</p>	<p>Ensures primary stakeholders understand and can efficiently engage in the coaching process</p> <p>Works collaboratively with the coachee to determine and secure the right coach</p> <p>Provides process guidance and consultation to primary stakeholders after coaching begins</p>	

## How is progress measured?

The student and executive coach co-build a development plan highlighting key goals into which everyone has input. While we're developing your leader, your team can also be encouraging and seeing how well s/he is implementing ideas aligned with those goals back on the job. This development plan can supplement their performance information and be used as a reference point in the leader's career profile. As one student being coached writes, "Last year was one of those years! This was the most challenging work environment I have ever faced . . . worse than the economic downturn in commercial banking. My coach gave me some good guidance. I didn't take it at first. Thank goodness I eventually implemented the feedback. I realized I needed to spend time repairing relationships with many of my colleagues and direct reports to help our department get back on track. I also needed to get better at influencing upward. In the end, I was successful."



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This is another example of one leader whose summit helped him focus coaching on areas that mattered to his boss and his boss' boss. Then, we worked with the summit team to document how and when progress was made.

COACHEE	OBJECTIVES	PROGRESS
	<ul style="list-style-type: none"> <li>• Increase personal appeal, connecting with others' values and beliefs</li> <li>• Develop a more collaborative leadership approach, integrating others' good ideas with my own ideas when building a solution</li> </ul> <p><b>Adjusted Objective</b></p> <ul style="list-style-type: none"> <li>• Demonstrate ability to tie situation, needs, strategies, concepts, and solutions back to the big picture strategy</li> </ul> <p><b>Coaching in new role as part of this acquisition;</b> Leader was promoted into new role</p>	<p>Leader's significant progress was recognized in receiving an "exceptional contribution" in his FY14 performance review and in his promotion.</p> <p><b>Feedback and Observations</b> Feedback from colleagues is that they are noticing a positive difference in him</p> <p>His colleagues, including his supervisor, see him as engaging more frequently and less formally with them than before. They also observe him to be practicing more active listening in their interactions with them. The leader has also structured more time in his week to build relationships across the organization. He has been having productive "hallway" conversations with senior leaders that increased their comfort level with him as a leader.</p> <p>The engagement was renewed to support leader through the transition to his new role. Check-in revealed that he had made significant progress in his first year:</p> <ul style="list-style-type: none"> <li>• Remained focused while also demonstrating flexibility in working with both organization's cultures</li> <li>• Out in the field with more customers, driving increased stature and market share within it's category</li> <li>• Level of connection with his team has increased significantly, his supervisors observe him leading productive and collaborative sales meetings and paying greater attention to the softer side of leadership</li> <li>• Demonstrated mastery of the plan and sales execution and, in fact, made a successful presentation to CEO</li> <li>• Developed his influence and relationships with the Leadership Team</li> <li>• Through his mastery of this new, challenging role, leader increased his equity significantly within the organization</li> </ul>

### How much time does a summit take?

The summit experience is opt-in and involves one additional coaching hour plus a feedback report submitted by the executive coach. The coach will guide the conversation so it's productive. Using data we've collected from a validated 360° or 720° assessment, their operating style results, our observations, and your observations, we will identify one or two goals that are most critical. The coach will work on many other areas beyond those two goals.

### Is there any documentation or output after the summit?

A development plan is co-built by the student and the coach with input from the leader after the summit. This output will align everyone and keep the momentum going as the student is developed. Your team can internally coach/mentor the leader, and our executive coach will stretch him or her consistently. An example of a development plan is attached. This can also be a part of the leader's career history/performance review.

### Who do I contact to schedule a summit?

For more information or to schedule a summit contact Executive Core: 330.861.6033 [info@executivecore.com](mailto:info@executivecore.com)

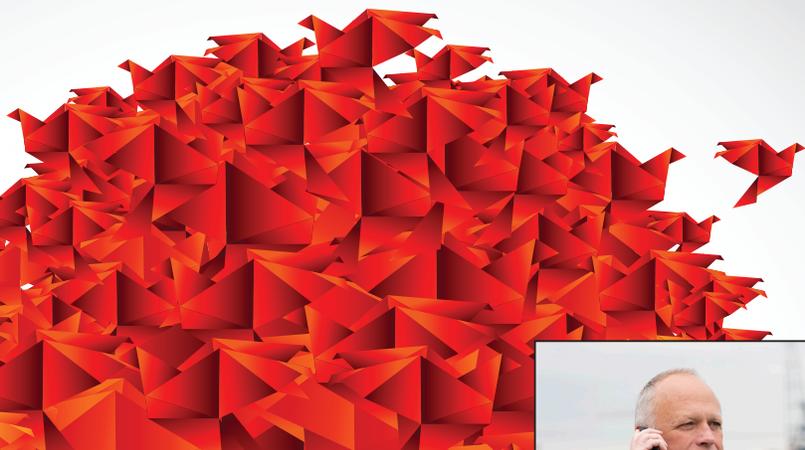
Let your corporation know that your school in partnership with Executive Core wants to go the extra mile to reinforce your internal business needs and work together to grow talent.



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500,000 leaders assessed and researched

Over 50,000 leaders have accelerated their careers using our tools

Gain access to our assessments, tools, and advanced consulting and coaching techniques to accelerate your practice

Online Assessments  
Certification  
eLearning Modules & eBooks & Paper Publications

- Learning Modules, Workshops & Team Events Available
- Women's Events—designed to help more leaders achieve top roles
- TEAM Events
- Diagnostics
- Advanced Consulting & Coaching Materials
- On-boarding and Establishing Productive Teams
- Navigating Change Tools



### Language of Influence™

Ignite better influence strategies in your clients

Clients start with completing the Language of Influence™ 360° assessment. Then develop insight and a plan to communicate ideas better through coaching and self-study. This assessment is based on 20 years of data collection taken from over 250,000 high potential leaders—40% outside of the U.S. The Language of Influence™ benchmarks against 700 successful senior leaders, VP and above, in large global organizations and measures:

- 10 Ethical Influence Styles
- 4 Unethical Influence Styles
- Elements of Balanced Communication
- Predictors of Executive Success/Emotional intelligence
- Perceived Impact on the Organization, Team, Individuals



### Talent Optics™

Advance your clients' talent agenda to the next level

Talent management is the process of formalizing a strategy for finding, promoting, onboarding, developing, and measuring employees. Researchers studying financial performance suggest organizations' success increases as their talent management strategy reaches maturity. This assessments audits:

- Human Resource capacity (including OD)
- Organizational complexity
- Developmental adaptability
- Knowledge age mindset (with regard to maintaining talent data & measuring success)
- Enterprise and industry leadership



### Awareness 20/20™

Every leader who faces change needs this feedback

The Awareness 20/20™ is an Awareness IQ™ for presence and self-awareness. Use this assessment to explore how well a person inspires employee engagement and obtains results. The Awareness 20/20™ communicates the value of belonging to groups in a way that energizes others to be optimistic, hopeful, and resilient—all while getting the job done.

The Awareness 20/20™ helps to distill complex ideas into a clear plan of action and extend others' ideas to synthesize/combine normally unrelated thoughts, ideas, and actions. It can help a leader operate with an entrepreneurial mindset to make decisions as if they were the "owner of business."

Let's talk about what fits your leadership training needs.

330/861.6033

[www.executive-core.com](http://www.executive-core.com)