

# LEADERSHIP DEVELOPMENT

## PREPARING TOMORROW'S LEADERSHIP TALENT

Cambria helps clients anticipate leadership challenges and build future-focused talent management and development to ensure a surplus of "ready now" leaders.

Organizations that develop their leaders from within stand a better chance of long-term survival than those that depend on other sources to fill their leadership ranks. Today's most competitive organizations are busy filling their benches with strong managers and leaders. Leadership development demands a dedicated, managed process; it is too important to leave to chance.

Cambria Consulting offers a range of services to support the development of top-performing leadership teams:

### LEADERSHIP COMPETENCIES

Cambria Consulting specializes in developing customized leadership competency models that reflect the strategy of the organization and the current and future demands of leadership. They describe what is most distinctive and powerful about the organization's best leaders of today and the strategic priorities for the leadership of tomorrow.

Cambria's approach begins by developing an in-depth understanding of the strategy, challenges, and goals of the business and then identifies the most important "success factors." Using a combination of interviews with high-performing leaders, industry benchmarking, and best practices research, Cambria develops leadership competencies that are grounded in the real needs of the business.

### 360-DEGREE FEEDBACK

Assessing job behavior from the perspectives of managers, peers, direct reports and customers is one of the most powerful means of providing feedback to improve job performance. However, the best feedback process is useless without the right content. Cambria Consulting's 360-degree feedback process identifies and assesses the behaviors that support a high-performance organization. To achieve this, Cambria either works with the client's existing competency models, or we develop customized competency models, to provide a meaningful assessment and feedback experience.

Cambria creates and hosts customized 360-degree processes that transform a client's competency model or best practice behaviors into a powerful source of feedback for behavior change. Our intuitive web-based approach allows individuals to initiate feedback on their own or alternatively permits you to control the entire process from start to finish. Our feedback reports are likewise powerful and intuitive. They lead participants – and their managers, mentors or coaches – toward greater awareness of their development needs and a path to development that builds on their strengths.

Cambria handles all the administrative details involved in the process, from customizing the content and features of the process through to reporting and follow-up. All elements of our web-based 360-degree feedback use the highest levels of security available and are designed to protect the confidentiality of all participants.

## **CUSTOMIZED TRAINING**

Cambria Consulting offers a variety of services to our clients who seek customized competency-based leadership training to clients for whom generic off-the-shelf-programs are not the answer.

- We design “curriculum architectures” for our clients that specify current and future needs of leaders and indicate which development activities will be most effective at building capability.
- We develop training programs that provide opportunities for learning in the context of current or future job challenges.
- We develop best-practice seminars and workshops geared to extending the practices of an organization’s best performers.
- We create innovative e-Learning courses and modules that transport participants electronically into the classroom experience.

Whenever possible, we develop the tools and resources for organizations to deliver our customized training programs internally.

## **DEVELOPMENT RESOURCE GUIDES**

Cambria’s Development Resource Guides provide customized suggestions for development that are geared to the level of experience and sophistication of the audience, and organized in a way that makes sense to users. They include on-the-job suggestions, university and commercial courses and seminars, readings, videotapes and DVDs, e-learning and other educational resources – and even include tips to guide the development process. The result is a comprehensive guide to further the client’s leadership development goals.

Built on a substantial database and customized to meet individual client requirements, our resource guides are easy to use, can be produced in paper as well as electronic form, and keep development activities current, relevant and state-of-the-art. Cambria’s unique e-RGTM platform provides intranet access to development resources tailored to fit individual development needs.

## **RELATED OFFERINGS**

- Cambria offers a comprehensive suite of coaching services, including individual executive coaching, group and team coaching, on-boarding and transition coaching, and coordinated strategic coaching initiatives.
- Cambria also offers an automated suite of customized talent management applications, including promotion, talent review and succession management to enable organizations to identify, assess, develop and place leadership talent in the right positions at the right time.

## **FOR FURTHER INFORMATION, CONTACT:**

Steve Neubert  
Cambria Consulting, Inc.  
One Bowdoin Square  
Boston, MA 02114  
(617) 523-7500