

Leadership Consulting

ISSUE: Ensuring your organisation has the leadership depth and quality needed to achieve your business results.

Corporate scandals, a difficult economy and increased shareholder activism have created unprecedented attention on corporate governance. In today's complex business environment, leadership can and does make a difference.

But the average tenure for CEO – and by extension, their senior management team – is 3 years. Where will the replacements come from?

APPROACH: Hewitt is the only firm that can develop every stage of a leadership strategy for your organisation, focusing on implementing the vital leadership processes for your organisation.

Hewitt's extensive leadership research has found that investing in the right leadership practices brings superior financial results. The challenge is to identify the right practices for your organisation.

We design and help implement lean, business-focused practices for building leadership strength. Our global leadership consulting includes:

- Corporate level solutions like succession planning, executive performance management, global mobility strategies, executive development and education;
- Individual level solutions like executive assessments, coaching and leadership on-boarding.

What makes Hewitt different?

Our global reach. Our ground-breaking research, linking leadership practices with business results, covers over 600 companies worldwide. Our extensive global network within Hewitt means we deliver culturally appropriate programmes to identical standards of excellence in all regions of the world. Our associates are close colleagues who share resources and value the transfer of knowledge.

Our systematic approach. We view the organisation's objectives and its leadership practices holistically – not as separate initiatives. Our pragmatic solutions focus on the key actions most likely to ensure future business success.

Our wide-ranging experience. We are the only firm that can help you at every stage of a leadership initiative. We don't stop at developing strategy and design. Hewitt helps you communicate, implement and administer all of your leadership programmes.

We can apply our leadership acumen to a range of business solutions from intact leadership teams to organisation changes such as mergers, acquisitions, reductions in workforce or shifts in business strategy.

Our Leadership Life Cycle™ demonstrates our holistic approach:



Our services at a glance

<p>Creating Leadership Depth</p> <ul style="list-style-type: none"> Succession Management Global Mobility Executive Performance Management Executive Selection and Assessment Senior Team Assessment and Coaching 	<p>Building Leadership Quality</p> <ul style="list-style-type: none"> Leadership Practices Audit and Strategy Development Leadership Competency Design Executive Development and Education Design and Delivery 	<p>Engaging High Potential Leaders</p> <ul style="list-style-type: none"> High Potential and Executive Top Companies for Leaders Benchmarking 	<p>Making Leadership Decisions in Corporate Restructuring</p> <ul style="list-style-type: none"> Leadership Selection Retaining Top Talent
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Contact

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