

Consultants in Leadership Development

There is no doubt that the nature of leadership is changing.

Globalization, discontinuous shifts in technologies and the value-chain, changing and intensifying stakeholder expectations, a drive for innovation and corporate re-invention bring new realities to today's leaders requiring fresh thinking and highly challenging, adaptive responses.

It's no longer the time of the heroic leader – the leader who walks in and takes up all the space in the room. The job of today's leader is to create space for other people – a space in which people can generate new and different ideas; a space where seemingly disparate groups and people in the organization come together and have meaningful dialog; a space in which people can be more effective, more agile, and more prepared to respond to increasingly complex challenges.

The new leader needs to achieve bottom-line results, but must do this through collaboration, team-work, and innovation. The key to success is being able to do all three well; indeed there is a clear shift toward skills that are tied to relationships and managing change. Today's leaders need right-brain skills – empathy, inventiveness and interpersonal effectiveness.

Building leadership capability for today's performance and tomorrow's challenges.

Charlesmore designs and delivers customized development programs for leadership groups and individuals at all levels that develop those skills and competencies required to lead client companies into the future.

The single most important part of designing a leadership development system is deriving it directly from business strategy, involving senior management in its creation, and making it an integral part of running the business.

Leadership development is the expansion of capacity to be effective in leadership roles and processes. It depends greatly upon the individual or group having the ability to learn, access to feedback, the open-mindedness to listen and the willingness to change.

It is also embedded in experience. We know that leaders learn as they expand their experiences over time, and development is most effective when part of an ongoing system woven into the fabric of strategic and operational requirements, honed by interventions that provide competency-building experiences in connected and meaningful ways. Such principles are foundational to our process design.



How We Work

We consider strategic, operational and organizational factors, think across different time and priority horizons and assure an integrative view across functions.

We bring to bear current expertise and knowledge of other industries and best practices; we provide an assessment of readiness to change and what will be needed.

We transfer skills and build the capability to make change happen; we help executive teams make difficult decisions and tradeoffs; we earn trust, but stay independent.

We Deliver Results, Not Reports