
LEADERSHIP DEVELOPMENT

Identify the leadership competencies most suited to your organisation and its future success. Develop your staff's leadership potential to meet your performance criteria.

“Leadership Development” is an essential building block for a company's growth. Genuine leaders unite and inspire their teams around a project, orienting the collective effort towards the achievement of ambitious objectives. PNP Manager provides a concrete answer to the key “Leadership Development” themes:

- Leadership potential diagnosis
- Leadership that transforms visions into results
- Identification and development of leaders



LEADERSHIP DEVELOPMENT

Leadership potential diagnosis

Leaders and managers concentrate on management efficiency because they are aware of the essential role their leaders and managers play in the company's success.

Consequently, a number of fundamental questions are raised:

- Which leadership competencies will genuinely contribute to my company's success?
- Which new leadership competencies will I need in the future?
- Have I implemented an effective middle-management structure?

Our methods meet your specific needs and allow you to:

- Identify the specific strategic competencies that your company needs
 - Complete a leadership competencies diagnosis, either global or targeted on a specific management sector
 - Benchmark your company within your field of activity
 - Evaluate how your middle-management's leadership competencies relate to your strategic vision
-

Leadership that transforms visions into results

Effective leaders have the ability to transform visions into the achievement of ambitious objectives. They can unite their teams and channel their energies and efforts towards a common objective. However, if the reality does not correspond with this image, certain questions may be raised:

- How and why are teams unable to commit fully to the achievement of objectives?
- Does the front-line management understand your vision and do they pass it on effectively to their team members?
- Does the management team communicate its vision in a way that is appropriate for the organisation as a whole?

We work with the board of directors to identify the most suitable means to deploy global solutions:

- Use of 360° global management diagnostic tools
 - Evaluation of existing competencies in terms of your expectations
 - Implementation of global solutions in the form of workshops or training programmes alongside individual solutions in the form of coaching and support programmes
 - "Executive Coaching" programme
-

Identify and develop leaders

Leadership competencies include: the ability to build up a solid team, make the right decisions and communicate effectively and appropriately. Leadership competencies may not necessarily be readily apparent in a co-worker's current function or working environment. Business executives must therefore ask themselves some very precise questions:

- What management or leadership potential do co-workers have?
- How can a front-line manager be developed towards an "executive" role?
- What measures must be taken to encourage the rapid progress of a currently active manager?

PNP Manager organises Development Centres using tools specifically designed for each position and each company. Development Centres' results provide the opportunity to identify potential leaders' strengths and any areas that require improvement. This will help them to become aware of the gap that needs to be bridged and to agree on a personalised action plan with their management. A coach may also accompany this action plan.

PNP Manager's mission: to increase its clients' performance and reduce organisational risks through individually tailored solutions.

BUSINESS DYNAMICS

Your future ways of doing business will be very different. Define the ideal structure for your organisation to suit your strategy and consider your business in a dynamic way.

EXECUTIVE SERVICES

Your organisation deserves to have the best possible management team. By developing your Executive Committee and Top Management you will directly optimise results.

TALENT MANAGEMENT

Design and implement a human resources policy that will sustainably attract, develop and motivate talent.



Avenue Albert Mahiels 2
4020 Liège - Belgique
Tel: +32 (0)4 344 43 12
info@pnpmanager.com

www.pnpmanager.com