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**Summary of Leadership, Management and Career Performance Services**

**I. Leadership Development:** (all three actions below incorporate *The Leadership* *Challenge* model).

**Courses** – Traditional group instruction format utilizes textbook, supplemental resources, guest speakers, assessment measures, and shared learning activities. Serves up to 25 participants.

**Workshops** – Small-group format, specific leadership topic focused. May utilizes assessment instruments including the *Leadership Practices Inventory (LPI),* Serves up to 12 participants.

**Individual Coaching** **& Mentoring**– Individual coaching (one-to-one), includes assessment measures, action plan, and accountability assurances. (see Leadership Development – Coaching and Mentoring)

**II. Career Performance Workshops:**

 **Team Performance –** Features the Lencioni model and Myers-Briggs Type Indicator (MBTI).

 **Communications in the Workplace –** Utilizes the MBTI.

 **Conflict Management –** Incorporates the Thomas-Kilman Conflict Mode Instrument (TKI).

 **Change Management –** Provides research, resources and support for navigating change.

**Career Development Education –** Topics include: Career Assessment Profile, Management Development, Supervisory Training, Mentoring Skills, Career Self-Reliance & Resilience.

**III. Related Services:**

**Selection and Succession –** Comprehensive assessment profile and detailed report.

 **Mentoring Programs –** Customized to company goals. Uses Lois Zachary resources.

 **Outplacement & Transition –** Traditional outplacement services. Individual and group.

**Profile:** Reed Davis is a North Bay HR/OD consultant with over 25 years of extensive experience providing leadership and career development services within corporate, academic, governmental, and legal environments. For more information and a complete list of clients (65) please see **reedcavisphd.com.**

**ROI**: Substantial research supports the “bottom-line” business case for leadership and career services associated with engagement, quality, productivity, retention and morale.