

Executive Effectiveness

(assessment, coaching & advising)

CEOs are concerned about the strength of their current leadership teams and whether they have the talent pool to support sustainable business results. Growth plans and market dynamics require rapid organizational changes and a broad range of skills in any executive team.

The JHG approach to Executive Effectiveness begins by using assessment tools to model current behavior patterns and leadership competencies for the executive or executive team. This assessment, coupled with interviews on the current business situation and environment in which the executive is operating, serve as the foundation for an individual development plan. The purpose of this plan is to create measureable results and sustainable increases in impact. Whether engaged for development purposes, as an intervention for performance concerns or as part of the introduction of new talent to an organization, this high-impact approach draws on the extensive business background of the JHG consultants to provide pragmatic guidance to our client executives within their specific business context.

Elements of the JHG method include:

- Use of validated assessment tools combined with internal interviews to provide individual specific guidance;
- A coaching method that targets performance milestones over a six (6) month period;
- True skills transfer;
- A strategy for sustained performance after the coaching period.

Types of engagements include:

- On-boarding and the integration of new executive talent
- New CEO integration and the adaptation of an executive team to new leadership
- Increasing the effectiveness of an executive team during dynamic business events
- Consolidation of executive teams during a merger or acquisition event
- Interventions when individual or team performance is not meeting expectations

Customized, individualized, focused advising with substantive results. Our work is tailored to the individual, draws on pragmatic business experience and is designed to create sustainable impact.

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