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## Leadership Assessment, Development and Training

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### The Challenge

Quality leadership is a primary driver of organizational success; it strongly influences employees' opportunity and motivation to perform well. To be effective, leaders must master a range of skills related to establishing and conveying performance expectations, identifying and developing employee potential, accurately evaluating performance, providing helpful feedback and direction, and tapping into employees' motivators.



### The Solution

OEi's leadership specialists provide organizations with high-impact support in the development of their management and supervisory personnel. Services range from conducting leadership skills and style assessments, to providing coaching support, to designing and delivering customized training programs, to planning development follow-up activities that facilitate and evaluate managers' application of new learning back on the job. Of particular value is OEi's depth of experience in helping managers adjust their practices to effectively supervise employees from a culture different than their own.

### When OEi Can Help You

- When the demands on your organization's management roles are increasing due to growth of your business or changing market conditions.
- When your company's management personnel have had little or no previous leadership or management training, and skills need to be upgraded.
- When you're experiencing an increase in complaints or grievances about management practices.

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