

Talent Development Solutions



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Leadership is about making others better when you are there and ensuring your impact lasts in your absence. At Winsborough we are dedicated to improving leadership at all levels to ensure better days for all.

High levels of trust, engagement, and productivity arise from competent leaders; incompetent ones cause anxious, alienated workers.¹

We've used science and research to create tailored packages which combine our world-class products with best-practice services to grow leaders you need to successfully shape the future of your organisation.

Level	Overview:
CE and Board Level	<p>360 CEO Develop Interview Solution CE transitions are a critical point of intervention that can determine the an organisation's success². A range of CE development options are available to suit your needs.</p>
Executive Level	<p>Executive Solutions A practical prediction of your executive's reputation is combined with a snapshot of their current executive performance. This enables the co-design of a development plan which is sponsored by the leader's one-up.</p> <p>Executive Develop Solution Snapshot of executive performance and key development areas informed by personality and 360 inputs and supported with insightful reporting and feedback. Includes scoping and 3-way conversations with the executive's leader.</p> <p>[Consultant Written Exec Develop Feedback Report, Debrief of Personality and Leader 360 Reports, Development Planning Conversation, Scoping and Three-way Conversations]</p> <p>Executive Insight Solution Insights from a research-based prediction of your executive's reputation explored in a developmentally focused debrief.</p> <p>[Consultant Written Exec Develop Feedback Report, Debrief of Personality Reports, Development Planning Conversation]</p>

Leader Level

Leader Develop Solution

An accurate prediction of your Tier 3 or 4 leader’s reputation is combined with a snapshot of their current performance in relation to four key leadership domains (Behave, Relate, Lead, Decide).

[Debrief of Leader Feedback Report & Leader 360 Report, Development Planning Conversation, Three-way Conversation]

Expert and Individual Level

Expert Develop Solution

The insights from a succinct prediction of your individual contributor’s reputation is explored in a developmental debrief, and followed up with a discussion reflecting on their application of these insights.

[Debrief of Expert Feedback Report, Reflection Conversation]

Expert Insight Solution

Select either a prediction of your leader’s reputation or a snapshot of their current performance to underpin a developmental debrief.

¹ <https://hbr.org/2020/03/how-to-spot-an-incompetent-leader>

² <https://hbr.org/2021/05/the-high-cost-of-poor-succession-planning>

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