



The Howells Group, Inc.

Bringing Business to Life

Leadership & Management Development

At a Glance

- Custom designed leadership and management programs for all levels of leadership
- Leadership offsite retreats (design, facilitation & follow up)

Who Benefits?

- High potential managers/leaders recently promoted, needing to “ramp up quickly” new skills
- Highly skilled technical managers who are less skilled interpersonally and need focused skill development
- Leaders seeking to prepare for the next promotion
- “Star” performers who have difficulty collaborating and need teaming skills to increase their value
- Leaders and managers who desire to “take on the next phase” their own growth

Summary

Leaders make things happen that would not otherwise happen, and they do it with and through people! Leadership is not about a title. It’s about a way of working with people that creates results. Simply put: leadership = change!

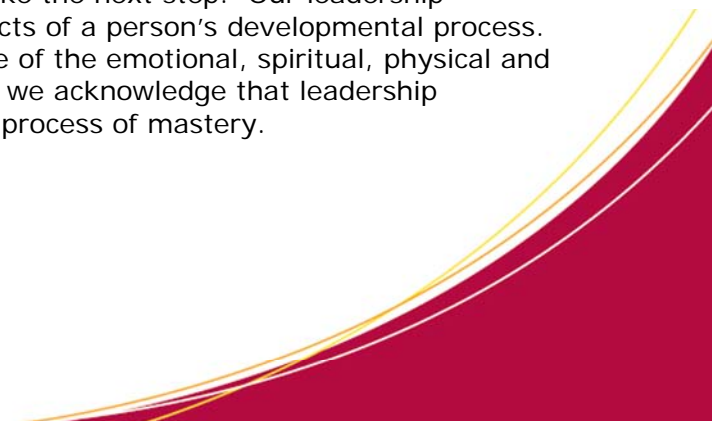
We help leaders develop both the required mindset and skills to lead their teams and organization in a competitive environment.

Effective managers continue to be the lifeblood of an organization. A recent Gallup poll reveals that the most important aspect of job satisfaction for employees is determined by the quality of the relationship with their direct manager.

Management and leadership are both required to succeed in growing your organization and staying competitive.

Our Approach

We work with leaders and individuals ready to take the next step. Our leadership development coaching practices care for all aspects of a person’s developmental process. We recognize the needed integration and balance of the emotional, spiritual, physical and mental domains for each individual. In addition, we acknowledge that leadership development is intensely personal and a lifelong process of mastery.





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Client Example

cadence

During their annual strategic planning process, technology company **Cadence Design Systems identified a gap in their succession planning for senior leadership in their global.** Cadence developed a 2 year executive advance with consultation from The Howells Group. The program engaged the top layer of 160 leaders in the 10,000 person organization and utilized in depth assessment, peer to peer coaching, in an intense leadership development program. The program impacted leaders Worldwide, providing a base of theory and practice, plus a shared language to grow the business as leaders.