

**Praxis Consulting Group** is a leadership and organization development firm with over 30 years of experience working with employee-owned companies.



# Leadership Development Services

## Customized Leadership Development Programs

Praxis strengthens organizations' leadership capacity through the design and delivery of targeted leadership development programs for executives, mid-level, entry-level managers as well as high potentials. Our programs are customized to the specific leadership and cultural needs of each client whether related to strategic thinking, innovation, communications, employee engagement or accountability. Participants build relationships across their organizations in ways that break down silos and lay the groundwork for high-performance cultures.

## Succession Planning

With the goals of stability and long-term sustainability, we assist clients to understand and articulate their current and future leadership needs for all essential roles in the organization. Through a systematic process, we support an organization's stakeholders to continually identify, assess, and develop potential internal candidates for those roles or to hire people whose style, beliefs and values will fit and support the company's culture, with the needed competencies in mind. Finally, we assist clients through leadership transitions to effectively integrate the new leader into the organization so that she or he is successful.

## Executive Assessment

Our goal is to provide critical information about a senior leader's current fitness or longer term potential to ascend to the executive suite. We are credentialed to use a variety of nationally normed and well-researched assessment tools to offer insight into a person's strengths, areas for improvement, personal tendencies, motivators, and potential derailers, along with recommending a clear path for development. Praxis also uses executive assessments to strengthen the relationships among executives and build high-performance teams.

## Governance Design & Board Development

Praxis advises executives and boards in ESOP companies in designing governance structures that meet each firm's unique and evolving needs. Our board development services include clarifying board roles and responsibilities, distinguishing board and management roles, understanding the board's accountability to the ESOP as a shareholder, and strengthening Trustee-board-executive relations. We assist boards in assessing their needs re: board composition, and redesign governance systems to align with and protect the firm's core values as it grows and matures.

## Individual & Group Coaching

With the goal of supporting leaders to more effectively take up their roles, Praxis provides one-to-one coaching for individual leaders and/or group coaching for leadership teams. The process starts with a 360 assessment of each individual using a combination of interviews, assessment tools and conversations with the individual. The coaching process addresses goals set by the individual, often in conjunction with their supervisor, with the aim of building on the individual's strengths and integrating areas needing improvement in service of their organizational mission.

## Senior Team Development

Our goal is to accelerate company performance by enhancing the skills, knowledge and dynamics of Senior Leadership Teams so that they can effectively deliver on their collective responsibility for the success of their organizations. Our development framework, conveyed through a series of selected readings, facilitator-led sessions, and application opportunities, helps senior leaders develop essential capabilities at the individual and group level.

**For our other services, such as ESOP Communications, Ownership Culture, and Continuous Improvement, please visit us at [praxiscg.com](http://praxiscg.com) or call 215-753-0303.**