



JLG

# Portfolio of Integrated Services

## Leadership and strategy

Working in close support to clients, we design, provide, and facilitate tailored leadership and strategy solutions



# INTEGRATED SERVICES

## **DEVELOPING LEADERS IN TRANSITION**

Strategic leadership development takes an integrated approach to helping leader's understand their relationship with self, others, and the whole organization. JLG builds capacity for leaders in transition to flourish.

## **ASSESSING LEADERSHIP SKILLS AND COACHING TO BECOME A MORE EFFECTIVE LEADER**

Coaching is a key management tool to build leadership capacity within organizations. Coaching engagements focus on helping leaders identify and address critical leadership skills in an appreciative and supportive manner. Using a "Co-Active" approach, leaders explore their leadership strengths for growth and development.

## **DIAGNOSING ORGANIZATIONS TO MANAGE CHANGES AND TAKE ON NEW PERSPECTIVES**

"Action Research" provides a framework to look over an organization to determine the "gap" between what is and what ought to be. Scenarios along with other methodologies are used to align leadership, strategy and organizational processes.

## **FACILITATING STRATEGIC PROCESSES**

JLG facilitates two strategy approaches that are best aligned with the organization's needs: Competitive Strategy (Porter, Harvard) to achieve competitive advantage; and The Delta Model (Hax, MIT) that emphasizes customer bonding.

## **BUILDING SCENARIOS TO ADDRESS FUTURE UNCERTAINTY**

Organizations undergoing change benefit from understanding future risks and opportunities

involved in specific strategic issues. JLG helps clients clearly define the purpose of the scenario exercise, identify and analyze driving forces, develop scenarios, and apply scenario to strategic planning.

## **RESEARCH AND EVALUATION**

Quantitative and qualitative research provides the data to help leaders better understand the issues they face. Evaluation techniques include process, impact and outcome mapping. Data is collected via survey, interview, focus group, observation, ethnographic research, and narrative assessment.

## **FACILITATING PARTICIPATORY DECISION-MAKING**

Large group approaches to organizational change help leaders align and engage large numbers of people around a common, effective strategic focus. Using "Whole-Scale Change" approach (Dannemiller Tyson) the facilitation process converge and diverge participant thinking to combine multiple realities, explore possibilities, and make system-wide decisions.

## **MAXIMIZING YOUR LEARNING EXPERIENCE**

JLG designs and develops educational training courses built around leadership competencies and strategy. We have a thorough knowledge of adult learning theories and methods to deliver leadership development programs.

## **GOVERNANCE AS LEADERSHIP**

Focused on the structure and practice of nonprofit boards, JLG facilitates a practical framework for trustees and executives to lead their nonprofit organization more effectively.