

O.E. Strategies can help you win through people!

Our mission is to help organizations manage the people side of growth and change in a way that creates a sustainable competitive advantage. We understand that the real challenge is all about people and their impact on business growth and innovation.

O.E. STRATEGIES TEAM

SUZANNE M. MIKLOS, PH.D.

CEO and founder of O.E. Strategies, Suzanne supports companies in aligning their people strategy with their business strategy. She has over fifteen years consulting experience in a variety of human resource and OD activities, including assessment, selection, competency based development programs, culture identification and organizational change programs.

BETH A. LINDERBAUM, PH.D.

A Senior Consultant with O.E. Strategies, Beth partners with companies to measure and foster employee engagement through surveys, assessments and coaching. She assists companies in using data to drive continuous improvement at the individual, team and organizational level.

ROSANNA F. MIGUEL, PH.D.

A Senior Consultant with O.E. Strategies, Rosanna collaborates with companies to get the right people in the right jobs. She focuses on designing reliable, valid and legally defensible assessment systems for selection and development. She uses data-driven methods to assist companies in their selection efforts.

JODY M. WHEATON, M.S., PHR

A Senior Consultant with O.E. Strategies, Jody offers experience in employee selection strategies, competency modeling and employee development. Her in-depth knowledge of testing and assessment are valuable for supporting companies as they identify and develop talent.

KEY AFFILIATES

JAY C. BRINEGAR, M.A.

A Senior Partner of O.E. Strategies, Jay has over twenty years experience in organizational change, management and team development, executive assessment and coaching.

LOUIS R. FORBRINGER, PH.D.

A Senior Partner of O.E. Strategies, Lou has over twenty years industry and consulting experience, specializing in improving management effectiveness, training, selection and coaching.

To set-up an appointment for an online demonstration of The REAL Leadership Development Program™, call 1.866.363.4637 or email us at 360admin@oestrategies.com



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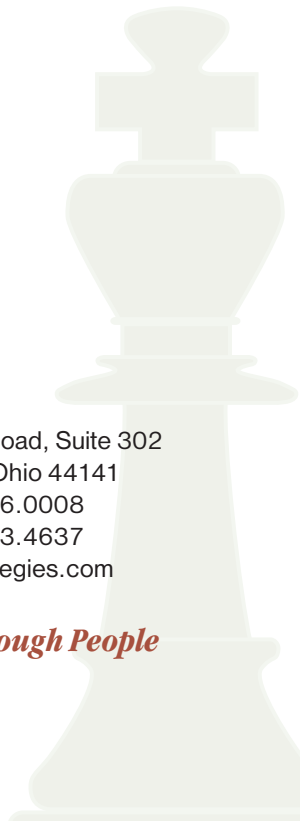
Winning Through People



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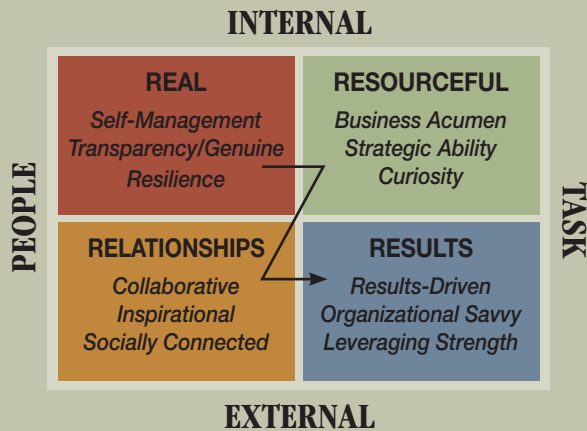


The REAL Leadership Development Program™

Leaders are not born, they are developed. The REAL Leadership Development Program™ uses science to develop and build effective leaders. Our research-based model includes critical leadership competencies that can be measured to meet your company's needs. Our holistic approach will assist you in developing within leaders the skills needed to drive your business strategy.

The REAL Leadership Model™ consists of the Four R's:

- Real (managing emotions at work)
- Resourceful (possessing task-specific knowledge)
- Relationships (fostering genuine relationships across all levels)
- Results (getting work done)



“This program holds individuals accountable.”
- client testimonial



360° Feedback Approach

The O.E. Strategies Real Leadership Development Program™ recommends assessment, action planning and evaluation of progress to develop leaders. Our 360° approach allows for feedback from multiple people and perspectives.



After completion of the 360° surveys, leaders create an action plan to target developmental areas using our online Action Planning System. This System includes a number of customizable resources for creating a development plan and provides opportunities to receive feedback on the action plan from an O.E. Strategies consultant.

The PULSE survey, a mini 360° survey focusing specifically on developmental areas, will be administered approximately 6 months into action planning. This creates a highly effective follow-up measure. The figure below shows the Real Leadership Development Process™.

The REAL Leadership Development Process™

Assess	→	Improve	→	Re-Assess
360° Survey		Action Plan		PULSE Survey
Identify raters		Review feedback		Create PULSE survey
Invite raters via email		Set goals		Invite raters via email
Surveys completed		Use online resource guide		PULSE surveys completed
Feedback report provided		Implement action plan		Feedback report provided

Case Study

Company ABC was interested in developing a pipeline of leaders to support rapid growth. The company decided to use a 360° survey tool to provide rich developmental feedback. O.E. Strategies created a web-based 360° survey, customized to the company's competency model, with the ability to study trends and norms at a group level. Overall, the data revealed leaders had a strong focus on results, but had weaknesses related to strategic ability. Action planning, along with coaching and training, helped leaders turn their feedback into action and results.



Why Choose the REAL Leadership Development Program™?

- Branded & Customized For Your Organization
- Easy Navigation
- Online Rater Selection, Surveying & Action Planning
- Action Planning Resources & Support
- Built-In Follow-Up & Accountability
- Feedback On Progress
- Measurable Results
- Consultant Support



“You have addressed the weaknesses in most 360 programs.”
- client testimonial

