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Karlin Sloan & Company Overview

Karlin Sloan & Company is a premier provider of leadership development programs for fortune 500 companies and emerging entrepreneurial organizations. We have a proven track record of expertise in large-scale leadership development and executive coaching programs within major multinational organizations. Our programs have resulted in achievement of individual goals as well as significant business results.

We help organizations to:

- Successfully onboard new executives
- Learn to thrive with rapid change
- Address low morale/ employee engagement
- Become more competitive/ more proactive
- Evaluate and develop the next level of leadership
- Cultivate powerful leadership teams that achieve business goals
- Design leadership and management curriculum
- Provide confidential, focused executive coaching for high-potential and senior leaders
- Develop internal coaching programs staffed by OD/ HR team members

We believe each individual is responsible for being a role model – for “being the change” they wish to see in the world.

Karlin Sloan & Company executive coaches and consultants are a diverse group of professionals who bring with them life and business wisdom that is unique and vast – our collective experience and wisdom provides the freedom to do what’s right for your company’s specific situation.

Like our approach, our programs are unique and customized to address your specific needs. KS&C is known for our ability to manage and staff large scale executive coaching engagements worldwide, and to provide unique, customized leadership development programs which inspire and motivate leaders to connect to their greatest talents and perform with flexibility, ease, and heightened self awareness.

Our core programs create the foundation for Effective, Enduring, and Fulfilled Leadership, and receive rave reviews from our clients who see measurable, sustainable results for their organizations.

For more information on Karlin Sloan & Company, please visit our website at www.karlinsloan.com.

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Smarter, Faster, Better Year-Long Leadership Development Program

The Smarter, Faster, Better Program provides your organization with an ongoing executive university. Incorporating this program into long-term leadership development guarantees a higher level of performance in a reduced timeframe as participants focus on leveraging their unique strengths and talents, compensating for their challenges, pacing their work for longevity and endurance, and connecting with their greater team to increase the organization's value to their clients.

Designed from the book of the same name: Smarter, Faster, Better - Strategies for Effective, Enduring, and Fulfilled Leadership, this program is based on the culmination of our founder's 15 years of research and practice in the cutting edge of leadership wisdom, providing a unique combination of facilitated sessions and one-on-one coaching, resulting in performance that lasts.

Program Results

- increased employee engagement and satisfaction scores,
- reduced stress, focus on innovation,
- clear articulation of vision and purpose,
- ability to engage and motivate performance in teams and direct reports,
- leading the charge with renewed energy and enthusiasm.

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Inspirational Leadership

Our Inspirational Leadership program is a powerful and uniquely customized experience that takes leaders on a personal journey to accelerated performance. This journey includes experiential opportunities to develop flexibility, cross-cultural dexterity, service orientation, self-knowledge, ability to overcome challenges, and storytelling for organizational engagement. Leaders connect deeply to their individual and organizational purpose and vision so they can lead their organizations to where they need to go. Within this program Karlin Sloan & Company prepares leaders to use everything they've got to make their company, and their world, a better place.

Program Results

- flexible, adaptive, in-the-moment thinking
- cross cultural dexterity
- peer networking and team alignment
- visionary, purpose-driven storytelling and influence skills
- overcome challenges
- fuel aspiration and inspiration in the organization

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The Executive Team Alignment Series

The Executive Team Alignment process is a customized facilitated series of sessions devoted to cultivating peak performance in executive leadership teams. Decisions are made faster and more efficiently; execution becomes simpler and more efficient. Goals are achieved quickly and excellence is possible. Factions and silos are removed and the group experiences the benefits of functioning with one mind, rather than splitting apart and working against the organization's best interests.

Program Results

- align and agree to roles and responsibilities
- align and agree to purpose, vision, and values
- take time to understand each other's strengths and when to leverage them
- eliminate infighting and turf wars
- faster decision making
- high-performance executive team success

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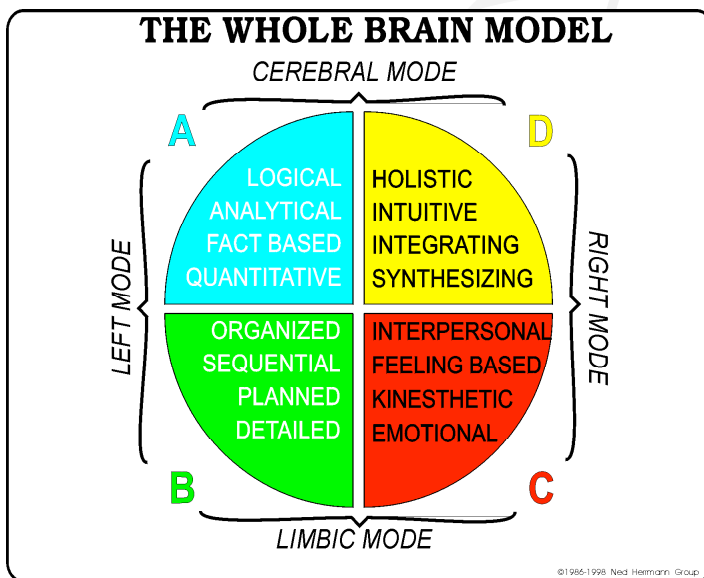
Teambuilding with the HBDI

Think Different!

Many of us associate the word diversity with ethnicity and culture, when really it refers to the valuable differences in every living organism. Every ecosystem is dependent on diversity to function well, and a corporate team is no exception. Research has shown that high functioning teams have a combination of four diverse thinking styles that enable great performance. Our Whole-Brain thinking workshop is fun, experiential, action-packed and gets rave reviews from our clients. From audiences of 12 to 1200, this workshop is flexible enough to adapt to any size group. Lead facilitators are certified in the Hermann Brain Dominance Instrument, and participants get individual copies of their assessment - a snapshot of their brain dominance.

Program Results

- Excellence in communication
- Awareness and respect for differences
- Shared teambuilding experience and common language
- Greater efficiency in working together
- Leverage group strengths and address challenges
- Focus on specific areas of team development
- Increase and enhance versatility in leadership or management style



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Executive Coaching

We are watching a drastic shift in the corporate landscape, particularly when it comes to leadership development. The days of traditional training are gone. As the needs of organizations rapidly change, coaching has reached a level of unprecedented popularity. The need for leaders with the ability to motivate and inspire the next generation, to wield increased emotional intelligence, to exercise strategic agility, to apply innovative thinking and to leverage their unique, individual strengths have pushed coaching to the forefront. No other leadership development intervention is as individualized or as effective. While the popularity of executive coaching grows, the number of experienced, well trained, proficient practitioners is limited.

Karlin Sloan & Company has a proven track record in large-scale executive coaching programs at major multinational organizations. Our coaches are experienced and diverse in their backgrounds and skills, and our proprietary matching process ensures we find the best fit coaches for the individual and their organizational context. What bonds us together is our philosophy of focusing on organizational and individual strengths, and our commitment to following a clear process of contracting, managing, and leveraging coaching results.

Our coaching process has been developed over fourteen years of designing and delivering executive coaching programs to organizations worldwide. Our approach is based on best practice of executive coaching as defined by the May 2003 Corporate Leadership Council study “Maximizing Returns on Professional Executive Coaching”. A trained program manager acts as a “Master Coach” and facilitates regular case conferences in which the coaches share themes and issues in coaching for maximum client benefit. When there are more than six coachees in the program, the program manager delivers regular themes reports to key stakeholders for added value to the organization.

Program Results

- Heightened awareness of leadership strengths, competencies, and attitudes.
- Individualized assessment and feedback that gets at what others don't tell them.
- Enhanced emotional intelligence and leadership aptitude.
- Private, confidential goal setting and evaluation with someone who will push for performance.
- Ideas to help them and their organization excel.
- Increased effectiveness, endurance, and fulfillment on the job.

Common Uses of Executive Coaching

- Cross-cultural dexterity/ adapting to a new culture
- Influencing up, down, and across the organization
- Managing challenging teams or teams in transition
- Creating new strategies, visions, directions, and goals
- Taking on a new role or opportunity within an organization
- Re-connecting to purpose and inspiration
- Integrating new tools, approaches, or learnings from training
- Learning new competencies, skills, or leveraging the strengths they already have

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Customized Leadership and Management Development Programs

Sometimes an existing solution does not fit an organizations needs. We recognize this and are happy to design a custom program to address the existing needs of an organization. We bring a wide range of experience within our consultant network to design the perfect solution for you and your company.

Karlin Sloan & Company's expert consulting team will take organizational strengths and challenges and collaborate with in-house resources to create the most appropriate program. Customized management and leadership programs draw from our broad range of experience in:

Appreciative inquiry and positive leadership
Coaching and coach training
Communication
Conflict resolution
Decision-making
Delegation
Delivering performance feedback
Disarming difficult behavior
Emotional Intelligence
Innovation
Inquiry
Leadership presence
Managing meetings
Organization development
Performance and talent management
Strategic planning facilitation
Stress management / resilience
Teamwork
Thinking styles and communication

Program Results

- Address specific organizational issues programmatically
- Train and develop top-tier talent
- Engage multiple levels of the organization
- Alignment of training and development programs to organizational goals and strategies
- Leverage the best in your brain trust

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Organizational Diagnostics

Karlin Sloan & Company provides a new and different take on organizational diagnostics. Instead of digging for problems, we look for what's working, what's positive, and what we can leverage to make your organization better, and then find any blocks or resistance to a positive future.

Knowledge is power. And knowing what's working and what's stopping the best in your organization is critical to the long-term health, success and sustainability of your business. Organizational Diagnostics offer a qualitative perspective on a company, division or department's "current state," by incorporating challenges, trepidations and emerging wishes that exist among its employees. Diagnostics are highly effective in organizational transitions such as mergers, reorganizations, new manager on-boarding, strategic planning and strategy implementations.

Intake meetings with the CEO, department head or corporate sponsor are necessary to gain insight on the history and internal dynamics, as well as management's intentions and expectations surrounding this process. Confidential one-on-one interviews are conducted with a select number of employees to gain a comprehensive perspective across levels, disciplines and geographic locations. Data is collected, results are analyzed and a comprehensive themes report, providing findings, recommendations and next steps is presented to management. An in-person Executive Management Debrief follows with coaching on effective strategies to communicate the report findings and its highlights to the greater employee population.

Program Results

- Provides management with an accurate view of the company, division or department's "current state" including views on: communication, culture, infrastructure, management, morale and employee engagement
- Outlines recommendations for short and long-term planning for an improved "future state"
- Equips management with a communication vehicle to address some key organizational and personnel issues
- Promotes good-will and best intentions

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Qualitative 360 Assessment Programs for Individuals and Teams

Key stakeholders possess vast levels of knowledge about the inner workings of their organization. Capturing this information can make or break the success of a leadership engagement. Our Qualitative Assessments synthesize themes across key customers, colleagues, direct reports, and vendors painting a colorful and descriptive picture of the strengths and growth areas for leaders in our coaching and training programs.

Executive assessment programs deliver much-needed data for executives and managers that they may not get by simply asking others to review their performance. Karlin Sloan & Company provides both qualitative and quantitative executive assessment programs based on the needs of your organization. Most executives suffer from “feedback poor” work environments. In other words, they

don't have an accurate gauge of how well they are doing. Executive assessment is a remarkably effective way for employees to discover how others perceive their performance in the workplace, and then use this information to resolve problems and improve their leadership capacity. It is also a powerful way to begin a leadership development program in your organization.

Program Results

- A deeper level of self-awareness for executive team members
- Executives integrate individual feedback in a safe, confidential structure outside of the performance review process
- Executive team develops new strengths and address challenges with real data
- Clear group profile of leadership styles and how they impact relationships on the team and with customers