

The Leadership Contract™

THE FINE PRINT TO BECOMING AN ACCOUNTABLE LEADER

THE LEADERSHIP ACCOUNTABILITY GAP AFFECTING BUSINESS PERFORMANCE

Research conducted by HR People & Strategy (SHRM's Executive Network) in partnership with Lee Hecht Harrison revealed that stronger leadership accountability appears to be more prevalent in industry-leading organizations.

- Nearly 48% of industry-leading organizations were satisfied or very satisfied with the accountability of their leaders.
- Only 18% of organizations that are average or below average performing in their industries reported satisfactory levels of leadership accountability.

This leadership accountability gap has a direct and negative impact on organizational performance. This is a real and growing problem, and needs to be tackled head on.

THE LEADERSHIP CONTRACT - THE WAY FORWARD

The bestselling book "The Leadership Contract" explains why leadership and specifically leadership culture, is the only real differentiator between organizations that thrive and those that fall behind. The book explains how to establish a leadership contract that is fully understood and agreed upon by business leaders to ensure the success of their company.

The book lays out the four terms and conditions of the leadership contract and enlists leaders in making a conscious decision to lead, including the understanding that leadership is a decision, entails an obligation, is hard work, and requires a community.

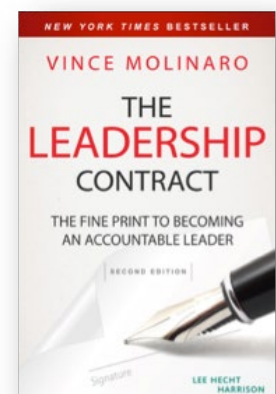
Designed for top-level executives, mid-level managers, frontline leaders, and emerging leaders, the book identifies the shortcomings of current leadership methods and explains how to adopt new policies and mentalities to make you a better leader and ensure business success.



72% of respondents agree that leadership accountability is a critical business issue

Only 36% are satisfied with the level of leadership accountability in their organization

Industry leading organizations are 2.5 times more satisfied with the level of leadership accountability in their organization than average or below average industry performing organizations



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CLOSING THE LEADERSHIP ACCOUNTABILITY GAP IN YOUR ORGANIZATION

In our experience, a dual response is required to close a leadership accountability gap. Individuals need to step up to their leadership roles, and organizations need to raise expectations and drive leadership accountability as a strategic priority.

Lee Hecht Harrison's Leadership Contract solutions helps leaders to develop the skills and self-awareness necessary to drive the leadership accountability necessary to create sustainable organizational change and achieve its business objectives.



Keynotes Presentations & Interactive Discussions - Used to inspire leaders to be accountable for being great leaders and intentionally accept the four terms and conditions.



1-Day Development Workshop - An experience to move leaders to action, support personal reflection and action planning that drives accountability and enhances performance at all levels.



The Accountable Manager Program - A management fundamentals training program that equips front-line managers with the mindset, skills and practices needed to be truly accountable managers and successful in their roles.

ALM Intelligence, formerly Kennedy Research Consulting & Advisory (KRCA), has recognized Lee Hecht Harrison as one of five Leadership Development firms to achieve the prestigious ALM Vanguard™ rating, and one of only two Vanguard status firms recognized as advancing the breadth and depth of their services since the last report conducted in 2013.

Providers that achieve Vanguard status demonstrate either market leading depth in particular capabilities or meaningful depth across a broad spectrum of capabilities including leadership assessment, competency modelling, leadership capability development and learning design, as well as change, performance, succession, and career management.

Additional Resources:

For information on how Lee Hecht Harrison can help your organization develop its leaders please contact your local LHH representative, visit us at LHH.com or call 1.800.611.4LHH.



Visit onpeople.lhh.com for more leadership insights.