

### SKILL ENHANCEMENT

When an individual or organization identifies skills and competencies that need to be further developed, Sinnott Executive Consulting tailors a plan of action for the learning process. Through a time-sensitive design that accommodates the professional, Sinnott helps expand their leadership and business competencies to fill the future needs of their organization or to achieve personal professional goals.

We work to enhance leadership skills in the following areas:

- *Technical leadership skills focusing on an organizations triple bottom-line in strategy, quality and finance*
- *Relational leadership skills in change management, communication and team building*
- *Character leadership skills which develop personal integrity, authenticity and self-discipline*

We also develop strategies to develop the executives day-to-day operational skills including: managing operational risk, improving business processes and maximizing the benefits of technology.

Sinnott Executive Consulting works at a one-on-one level over a period of months, using a variety of methods and educational techniques to expedite development. Dan Sinnott will provide pertinent, experience-based training that is well-informed and specific to your business and situation.

**REMEMBER** - *The skills that got you the job may not be the skills that keep you the job.*

In order to effectively lead an organization, it is important to recognize the ever-changing needs of the business, and to strive to meet those needs through personal and professional development and growth.

### **CASE STUDY IN SKILL ENHANCEMENT:**

#### *A CEO Develops Skills for the Future*

Linda had been CEO of a regional financial institution for five years when she approached Sinnott Executive Consulting. Having received consistently positive feedback on her overall performance, Linda didn't want the Board and parent organization to begin to see her as "stale."

Linda's priority was enhancing her executive skills, particularly her ability to lead change in the organization. She felt that in the next three to five years the organization would need to change its product mix, cost position and customer orientation for the business to meet the ever-changing needs of its customers. Linda wanted to be the kind of capable leader who could do all this, and she knew she had to invest in herself in order to reach this goal.

Dan Sinnott began by assessing the company and helping Linda develop a plan that detailed where the organization would be in three to five years, and named specific leadership and business skill that would be needed to lead the organization toward the five-year goals.



Sinnott Executive Consulting helped Linda develop her ability to lead change, and other skills needed to step toward the future, by providing the information and confidential support Linda needed to see the future of her organization more clearly.

As a result of Linda's new and enhanced skills, her organization was able to successfully change and become more profitable. Linda says, "The best thing about Dan Sinnott was that he was a former CEO himself, and had mentored other CEOs. Dan made me feel like I could really trust him as a source of knowledge and advice."

*For more information contact Dan Sinnott at Sinnott Executive Consulting today.*