

FIT LEADERSHIP
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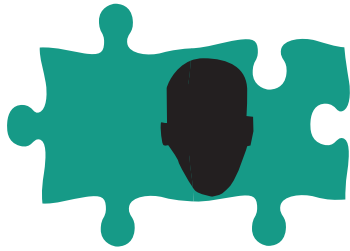
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Making Informed Top Talent Choices

Given the crucial difference the right leader can make in the success or failure of an enterprise, it is often not scrutinized nearly enough. While general leadership potential is often assessed, matching the right leader for the right context is not.

Consider the difference between the sort of leader required to manage a company focused on organic growth versus the skills and personality needed to steer a turnaround, or someone skilled and suited to growing an enterprise through mergers and acquisitions. At a glance, all may be skilled, experienced leaders but closer scrutiny uncovers the very different competencies required for different types of leadership roles.

Leadership Due Diligence allows you to assess the fit of leaders, or prospective leaders, against the specific requirements of a particular role rather than a generic leadership profile. The methodology is based on two assumptions: one, that the success of any leader is based on a complex give and take, which includes both the leader delivering on agreed-upon business objectives as well as an organization that supports and enables their success, and two, what makes someone a successful leader is dependent on a specific business context. There is no one-size-fits-all solution when it comes to effective leadership.



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Our proprietary methodology to assess leaders has several key advantages that provide substantial value to organizations. Leadership Due Diligence enables you to:

- **Zero in on the most crucial, specific leadership skills that correlate to success in a particular situation, rather than mere generic leadership skills.**
- **Foster alignment among those on the senior team.**
- **Create a robust platform for individual and team development, raising the bar on your leadership capability, and monitor progress over time.**
- **Reveal both the organization’s strengths and weaknesses in supporting effective leadership.**

Our Leadership Due Diligence assessment yields a Fit Score for any leader being assessed that provides an essential overview of the leadership team and any needed skills that may be missing and the specific strengths and weaknesses of each member of the team. The assessment is quick and painless for participants – generally less than a half hour online – and cost-effective for organizations. The data collected is invaluable in making educated decisions about building the strongest team and for building targeted development plans.

When it comes to acquiring and developing the best leaders and leadership teams – the engine of any organization – you don’t want to shortchange your organization. Off-the-shelf assessment tools, and the benefits they provide, just can’t compete with our customized, context-based methodology. Leadership Due Diligence represents a modest, but critical, investment in the future of your organization.

Please feel free to contact us regarding any leadership challenges you may be facing.

Dr. Lela Tepavac is the president and founder of FIT Leadership, LLC, a leadership consulting firm that works with companies and their leaders to build strong organizations that attract, support, and retain exceptional people. Lela holds a PhD in social/organizational psychology from Columbia University, New York, an MA in Social Psychiatry from the School of Medicine Zagreb, Croatia, and a BA in liberal arts from the University of Zagreb, Croatia.

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