

## LEADERSHIP DEVELOPMENT

# OWNERS OF A LARGE PRIVATELY HELD COMPANY WANTED TO CREATE A LEADERSHIP SUCCESSION PLAN.

### Business Consulting Practice

- Created leadership-owner role criteria incorporating measurable traits, and characteristics.
- Assessed current contract revenue, sustainability & current project acquisition strategy.
- Created leadership selection process including business plan submission of 2 potential future owners.

### Science of Passion & Purpose

- Assessed current owners' passion and motivational patterns and how those tied into the businesses current sweet spot demographics and sustainability.
- Assessed future potential owner's passion & motivational outcomes and if they aligned with the current business's demographics.
- Identified passion variations of future owners & current owners and how those informed different organizational outcomes.

### Psychology Lens

Employed Strategies for Role transition concerning current owner's transition of responsibilities over a 2-year period.

### Organization Outcome

Successful funded retirement of current owners with a sustainable business model operating under new ownership.

### AT A GLANCE

#### Root Cause:

- Unclear Leadership Succession Process.
- Lack of Alignment Between Current and Future Leadership.

#### Solution:

- Built Leadership Alignment.
- Led Passion Assessments.
- Created a structured Leadership Succession Plan.



“Clarity of a leader’s purpose determines the clarity of direction of their organization”

**Jonathan Paul**

Founder, Jonathan Paul Consulting