



**MYgroup**  
McLAUGHLIN YOUNG



## Consulting

- ➔ Draw from more than 30 years of experience partnering with Fortune 500 corporations, privately-held businesses, and global non-profit organizations
- ➔ Increase organizational effectiveness through assessment of gaps between talent capability and business strategy and delivery of tailored solutions
- ➔ Enhance trusted and effective leadership performance from frontline to c-suite
- ➔ Deliver proven results based on integrated proprietary models and frameworks centered around building and sustaining trust
- ➔ Provide a global network of knowledgeable, specialized coaches, trainers, and consultants

## Assessments

### Psychometric Assessment

McLaughlin Young facilitates an effective psychometric process that simultaneously brings value to the individual and organization. Individual participants are provided with robust and insightful personal and professional feedback, while organizations gain valuable information for developing and supporting their future and current leaders and leadership teams.

### 360 Assessment

McLaughlin Young's proprietary, competency-based, 360 provides participants with the insights they need to develop as trusted and effective leaders. MY360 is grounded in McLaughlin Young's proprietary Paradigm for Profitability® - a framework that emphasizes the foundational skills required for building trust and provides the leader with a comprehensive view of how they are perceived by others at the individual, team and organizational level.

## Employee Pulse & Engagement

### Employee Pulse

McLaughlin Young's Pulse platform is a dynamic communication tool that enables an ongoing dialogue with employees and provides actionable insights. Employee input and buy-in is critical to create the foundational communication and trust needed for any successful organizational initiative or change effort.

### Engagement

Employee engagement is a proven key requirement for organizational success. McLaughlin Young leverages the Pulse platform to deliver an interactive, transparent set of questions designed to measure company employee engagement levels around a set of critical factors that reveal the overall health of the organization.



“When leaders fail it usually isn’t the business plan or the marketing plan. Rather, it is an ignorance and lack of appreciation for the human factors that erode the foundation for true success, profitability and organizational health.”

*R. John Young, Ph.D., Founder & Chairman, McLaughlin Young Group*

## Leadership Development

### **Leading through Trust**

Our Leading through Trust leadership program guides both new and experienced leaders through a process of learning and reflection as they uncover the essential leadership truths that will ensure their development as trusted and effective leaders.

### **Executive & Leadership Coaching**

McLaughlin Young directly links coaching to productivity and effectiveness. Utilizing business experience, vision and an understanding of human behavior, our coaches provide value to leaders by acting as accountability partners in their development across a range of performance areas. Our coaching methodology includes assessment, competency-based development and ongoing action planning. Coaching can address skills associated with a new role, development for future roles or individual performance challenges and concerns.

### **Leadership Retreats**

McLaughlin Young believes that leaders often need to retreat from the “noise” of their daily activities to reflect and gain wisdom. Our leadership retreats create an environment of trust when leaders can confront their personal and organizational challenges, tap into their inner resilience and return renewed and ready to lead more effectively.

## Organizational Effectiveness

### **Strategic Leadership Review & Selection**

McLaughlin Young partners with organizations to strategically plan for the future. We begin with an objective review and assessment of the leadership to ensure you have the right team in place to execute your business strategy. Through a deep understanding of the existing culture and competencies of the team, we also assist in assessment and evaluation of potential external candidates and the selection process.

### **Change Management**

Change is about human behavior, not just process. McLaughlin Young enables individuals, teams and organizations to let go of the past and view change as positive. We know continuous change is a given and we support our clients’ ability to leverage it effectively as they continue to innovate and grow their business.

### **Succession**

McLaughlin Young partners with clients to identify and prepare next level leaders to ensure the long-term success of the organization. Our approach always begins with a deep understanding of the business strategy. We then determine the critical skills necessary for success and provide a broad-based assessment of key internal leadership as well as a plan of action to achieve the future organization.

### **Board Relations**

McLaughlin Young’s partnership with our clients often extends to acting as a bridge between a client’s C-suite and their Board. Through a deep understanding of the company culture, we are able to facilitate mutual understanding and support an optimal working relationship between the Board and the company leadership.

