

KVN PARTNER STRATEGIES FOR CHALLENGING TIMES

- **Maximize leadership ROI.** The population of leaders in the United States is growing, yet the efforts that focus on coaching these linchpins in corporate growth are not keeping up. On average, found research estimates that for every individual in a leadership role there are nearly 10 workers who are supervised by or who work directly with the leader. This represents a great opportunity for companies to maximize their investment in their employees. That is, coach one leader and see an improved impact of 10.
- **Be as prescriptive as possible.** KVN will tailor offerings based on job roles, vertical industry, or even individual organizations. Such a tactical approach will make the tangible value easier to identify. Our consultants keep an eye on costs and monitor any deviations from estimated or budgeted expenditures. Quick action or adjustments may enable the consultant to keep costs in check and keep the project on budget.
- **Implement solutions for today, not yesterday.** KVN will develop programs which will incorporate on-demand, adaptable, shareable, and blended tools and plans to maximize the appropriateness of the intervention for each leader and to maximize reach and scalability of the offering. We align engagements with strategic business plans to improve an organization's competitive edge, which may be motivation, efficiency, first class service, or creativity and innovation.



- **Measure twice, cut once.** KVN will build analytic tools into the management methods or training they provide to assess impact of the intervention on both leader behavior and organizational performance. We secure managers' and supervisors' support for coaching. Effective coaching depends on three persons: the coach, the employee and their leader. All three must agree on expected outcomes and how and when they will be measured.
- **Celebrate Differences.** KVN will increase span of control to an increasingly diverse workplace as well as put a premium on leaders adroit at maximizing productivity of teams and aligning teams with corporate objectives.
- **Know that change is inevitable and manageable.** KVN understands that business needs will change over the duration of the project. The longer time-frame it takes to do a project, the more likely that change will occur. We are prepared to switch gears or re-tool. Our consultants stay alert for indications of gaps or obsolescence of tools and plans created by changes in corporate strategy, direction, technology, economic factors, or employee demographics.
- **Always plan for glitches!** KVN will anticipate and plan for glitches. They will happen. We do not get discouraged. We have plans in place to deal realistically with unexpected events and surprises. Some of them will be problems that may reduce expected outcomes. Others may stimulate creativity and produce very positive results.