

*Prioritize leadership investments that drive business results.*



## ***OGS Leadership***

OGS Leadership provides guidance around which investments in leadership have the greatest impact on financial, customer, employee, strategic and social responsibility results.



**Organization  
Guidance  
SYSTEM**

Can you demonstrate significant impact based on the time and money you spend on leadership investments? We have distilled decades of research and practical application into the development of proprietary tools and methodologies that our seasoned consultants use to guide you to the leadership investments that support the business results that matter most.

## OGS Leadership Client Impact

A large healthcare organization wanted to improve its leadership to better impact customer results.

| Leadership Investments               | Impact on Target Business Outcome:<br>Customer |
|--------------------------------------|--|
| Clarify Business Case for Leadership | High   |
| Ensure Reputation                    | Moderate - High                                |
| Define What Leaders Know and Do      | Moderate                                       |
| Assess Leaders and Leadership        | Moderate - Low                                 |
| Develop Leaders and Leadership       | Low  |
| Measure Impact of Leaders            | Low  |

\*Sample data from RBL Client OGS Results

The organization assumed investing in developing leaders was the solution.

OGS Leadership survey results revealed that investing in developing leaders would yield the lowest impact on improving customer results.

They were guided to invest in clarifying the business case for leadership to identify the leadership roles and skills needed to improve customer experience and create the highest impact.

## OGS Leadership in Action:

- 1 Complete OGS Leadership Assessment.** Assess the overall quality of your organization's leadership capability and current ability to develop leadership at every level.
- 2 Understand the Business Context.** RBL conducts brief interviews with the senior leadership team to gain deeper insight into the business and competitive environment and the organization's strategic direction.
- 3 Synthesize and Prioritize.** Partner with an RBL consultant to review the results, identify which investments in leadership will have the most impact, and make a plan to drive those initiatives.