



Calibrated[®] Leadership Development

**Elevating Leaders.
Building Strong Cultures.
Creating More Profitable Organizations.**

The Key to Success is Calibration

With more than 150 years combined experience developing the capabilities of executives and high-potentials, CSC ensures a multi-faceted, results-oriented approach to strategic leadership development.



HIGH-PERFORMING TEAMS

Strategy, planning and leadership development go hand-in-hand. Training and coaching leaders using the work that they do every day is the

very best way to build sustainable leadership strength, while leveraging the skills across teams and organizations.



CALIBRATE YOUR MOST VALUED RESOURCES

People, time, passion. These are your most valuable resources. When they operate with focus and in unison toward a common goal - nothing is impossible. When they work in silos, toward personalized agendas, nothing

sustainable is achieved. Calibration is the hidden key to success. At CSC, we make it enjoyable for leaders to come together to create direction and make decisions that work for the overall good of the organization.



THE CAIN-STANLEY & CO. DIFFERENCE

At CSC, we believe that an integrated approach to leadership development produces superior, long-lasting results. Our team of consultants has decades of experience guiding corporate executives, as well as having been executives, at one or more Fortune 500 companies. This

ensures that the counsel your executives receive is well-grounded in experience. Our proprietary process has proven successful in large and mid-sized corporations, educational institutions and non-profits.

Calibrate Training & Goals to Accelerate Your Results

Lead Like a Business Owner	Brand Your Brilliance	Aligned Communicator	5 Functions of a Cohesive Team	DiSC & MBTI Workshops
<p>To revitalize engagement and elevate critical thinking, train your leaders to adopt a successful business owner's mindset. Create a Personal Leadership Vision for your 'business of one.'</p>	<p>Accelerate the performance of your leaders and high-potentials with this refreshing and highly interactive personal leadership development program aimed at enabling participants to highlight their talents, build social capital and create impressive results with their teams and organizations.</p>	<p>Perfect for building a culture of positive communication, this workshop teaches people how to balance their wants with the needs of others and the outcomes of the organization. Ideal for people at every level of the organization and perfect for building and strengthening teams.</p>	<p>When teams are floundering, they need help. This proven and popular program provides a fun and engaging format to help individuals value the nature of teamwork and contribute at the very highest level.</p>	<p>Individual personality styles impact everything from collaborating and rapport building to decision making, planning and execution. We use gold-standard assessments and deliver feedback and team training.</p>

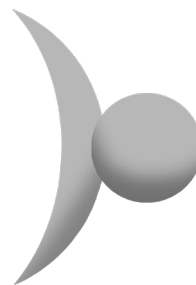
Find out how Cain-Stanley & Co. can help calibrate your leaders for success:

(714) 979-6766 | info@Cain-Stanley.com

Integrated Leadership Development

Our leadership development philosophy focuses on integrated strategy, coaching and training. At Cain-Stanley & Co., we focus on efficiency, strategic solutions, optimization and driving productivity to ensure profitable results. Our leadership and organizational development solutions include Leadership Foundations, Career Development for High-Potentials, Senior Team Cohesiveness, Performance Management, Executive Development, and more.

When individual or organizational behavior is not supporting a high-performance culture, CSC can help! We begin by creating a depth of understanding using gold-standard assessments to identify behaviors and create awareness, growth, and development. Our Assessment Portfolio includes: Korn Ferry 360, DiSC, Myers-Briggs, Excelerate Communication360, FIRO-B, CSC Interview 360, and more.



ASSESSMENTS

STRATEGIC FACILITATION

We have extensive experience in coaching and strategic advisement at the senior-executive level. We guide CEOs, executives reporting to CEOs, business unit presidents, vice-presidents and high-potential candidates who have been identified for C-Suite roles. CSC coaches help maximize performance by analyzing talent, assessing development opportunities, clarifying goals, and developing action plans to create desired outcomes.



Our Calibrated Strategic Facilitation (CSF) is based on years of successful consulting results with mid- and large-sized companies nationwide. Our CSF method focuses on calibrating vision with strategic ideas, then creating actionable plans that are cascaded throughout the organization. The result of our process is an aligned, accountable, and high-performing organization.

EXECUTIVE & C-SUITE

TEAM DYNAMICS

Iron sharpens iron, and even high-performing senior leaders benefit from ongoing training in the areas of leadership, communication and strategy. CSC provides access to a broad range of best-in-class workshops to support the goals of the organization. Workshops are offered as stand-alone engagements, or as part of a more comprehensive initiative.



Companies with the strongest teams are the most successful. CSC works through training and group-coaching to develop teams and build strong, cohesive cultures where leaders are able to showcase their strongest talents while supporting their peers to achieve the mission of their organization.

TRAINING



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Is Your Team Calibrated to Excel?

Achieving organizational success starts with a vision and mission, yet it is made possible only through strategic planning executed with the rigor and commitment of high-performing teams who cascade the plans and culture throughout the organization.



CSC CALIBRATED STRATEGIC FACILITATION

We work with leaders and their organizations to create strategic visions and operating plans, helping them to achieve success. Whether you need a pro facilitator to help with annual strategic planning or want to calibrate your strategy and leadership development throughout the organization, CSC is a top-notch resource to help you achieve your goals.



CSC CALIBRATED C-SUITE COACHING

Unlock and unleash your executive's potential with C-Suite Team Coaching. At CSC, we help teams breakthrough barriers caused by ineffective or non-existent processes for communication, decision making, project planning and strategic thinking. With our coaching, we can help CEOs and their teams to strengthen leadership, improve communication and drive quality performance throughout the organization.



CSC CALIBRATED BOARD DEVELOPMENT

We conduct insightful and sensitive board reviews that help CEOs, Chairmen and board directors assess and improve their functioning as a board. CSC board development services includes confidential assessments, on-boarding and board training, facilitation and team building. Our efforts produce high-functioning boards which are uniquely able to steer and support the health of the companies they guide.



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According to a recent Brandon Hall study, the state of leadership is in crisis.

71%

The bottom line is that 71% of companies do not feel that their leaders are able to lead their organizations into the future. This is truly shocking, but what's even more scary is that:

- **Only 18% of organizations feel their current leaders are "very effective" at meeting business needs.**
- **Only 10% of critical leadership roles have viable successors.**
- **Within 2 years, 48% of the workforce will be millennials.**

Companies spend more money on leadership development than any other area of corporate learning. Yet the above results suggest that many of these dollars are ineffectively spent. Without a plan to calibrate leadership development with actual planning and operating the business, training is at best experiential and at worst theoretical with no hope of impacting long-term leadership results.

If you want to increase the overall effectiveness of your leaders, create a succession plan and strengthen the culture of your company, CSC can help.

Statistics are from Brandon Hall's State of Leadership Development 2015: Time to Act is Now.