

Leadership Assessment and Development Advisory Services

The Environment

A company's competitive advantage hinges on the quality of its leadership and the culture that leadership creates to nurture and unite employees. This has never been truer than in today's business, economic, and social environments. Management is being called to "lean in" to guide employee well-being along with organizational performance and must do so in the face of numerous challenges: the pace of technical change, disintermediation and the upending of traditional business models, security breaches, environmental and social reform, the recent global health crisis, the emergence of the hybrid workforce, and efforts to reimagine the workplace of the future.

"Everything rises and falls on leadership."

– JOHN MAXWELL

CEOs and their boards must ensure they have the right leaders in place to create agile, resilient organizations. However, they often do not have a clear picture of the quality and diversity of their talent pipeline, or if current leaders are a good fit for their long-term business strategy.

Our Approach

We partner with CEOs and their boards to elevate the quality and diversity of their senior leadership and align those teams with the future state of the business. Great leadership teams transform organizations and enrich lives—two essential elements in creating a "best place to work" culture. We help clients to assess, select, develop, and appropriately compensate a qualified and diverse team of leaders to help organizations achieve their goals.

Leadership development follows a process of assessment, feedback, and action planning with stakeholders to define how the team will work together to achieve business success. We work with executives and their teams individually and collectively to evaluate leadership impact and then create individual and team development plans to increase overall leadership effectiveness. Programs include customized leadership multi-rater assessments, in addition to Hogan and MBTI assessments provided by our certified, executive coaches.

Getting Started: How to Initiate this Work

Helping leadership teams become "fit for purpose" starts with the executive team and other leaders taking part in one-on-one confidential interviews and a series of group sessions designed to unify the team around a common future state. This clarifies the team charter; creates alignment on goals, roles, operating principles, culture, leadership governance, and actions required for future success; and results in a foundation for how the team will work together to execute on its strategic intent.

We begin with conversations between CEOs, boards, CHROs, and our expert consultants to understand the organizational direction, create timelines, and uncover individual personal intentions, hopes, and concerns. Our work expands to engage the C-suite executive team in deeper discussion of the leadership agenda and the levels of management to be involved.

Our customized multi-rater leadership assessments help guide individual development planning, coupled with one-on-one coaching to maximize both leader and organizational performance. Quarterly engagement with the executive team deepens team building, strategy development, and implementation as part of our work in building a high performance team.

A Continuous Cycle of Leadership Assessment, Feedback, and Coaching



We work with you to create:

- Visible engagement of key stakeholders— manager, peers, direct reports, etc.
- Active personal change planning— not just “food for thought”
- The desire to breakway from old habits; what to continue, stop, and start doing
- Integration of individual development plans into annual goal-setting targets that can be achieved
- Leaders who visibly take charge of personal change by becoming change activists

Our Commitment

Veritas Partners, a Pearl Meyer consulting practice, has been a trusted and progressive advisor to boards and management on executive leadership and organization issues for over 30 years. We stand ready to support your leadership and management needs, providing our insights, analytics, and advisory expertise to help your organization fulfill its strategy and achieve its long-term goals with exceptional leadership that is fit for purpose.

About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management on the alignment of executive compensation with business and leadership strategy, making pay programs a powerful catalyst for value creation and competitive advantage. Pearl Meyer’s global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500 and FTSE 350. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, London, Los Angeles, New York, Rochester, and San Jose.

For more information about how Veritas Partners and Pearl Meyer can guide your leadership development and succession planning, please contact us at info@veritaspartners.pearlmeier.com.

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