

GARD EXECUTIVE CONSULTING, LLC

applying
behavioral science
to enhance
executive and organizational
performance

There are many types of projects we do, but they're all designed to help companies succeed by making their people more successful. Our services have proven useful in a variety of situations, as described below:

Executive Development:

A managing Principal of an engineering firm has been transferred to this region and inherited a whole slew of problems. While these weren't of his making, he'll need to develop some new insights and behaviors in order to lead the region out of its troubles.

Leadership Development:

A high-profile leader, accustomed to a "command and control" style, wants to gain a more flexible approach for motivating others.

The founder of an internet consulting service has been great at attracting and recruiting talented associates, but he's been unable to foster the culture of service he believes in and hold his people accountable to it.

Management Development:

A newly promoted manager finds that her technical skills aren't enough to meet the challenges of supervising and developing those who report to her.

Pre-retirement Planning:

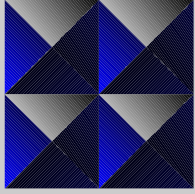
A senior partner at an accounting firm has mixed feelings about retiring, and he's been unable to give any clear guidance about his intentions to the managing partner and HR. Unfortunately, this is making it hard for the firm to make a decision about whether to pursue a sizable new piece of business.

Retention of Key Contributors:

A mid-career attorney becomes increasingly disillusioned about her work and contemplates leaving her law firm despite her popularity and success there.

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If you are a business owner and any of these scenarios strikes a chord with you, we would like to be of help. Please contact Larry Gard at (312) 541-8833 or drlgard@gardexec.com.

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Succession Planning and Development:

In response to a CEO's retirement, a company must identify the best replacement candidate and help that person adapt to the demands of the new role.

The chairman and founder of a family owned business decides he wants to retire soon, doesn't feel his children are ready to take over, so he brings in a high performer from the outside to move into the CEO role. This new person quickly consolidates power, alienates or fires key long-term managers, and now the founder can't get the genie back into the bottle.

Derailment Turnaround:

The VP of insurance and annuity sales at an investment firm has a really abrasive style that's starting to rub people the wrong way. She's lost two executive assistants in 6 months, one of whom is threatening legal action, but the managing partners don't want to fire her because she's a top producer.

Pre-Promotion Evaluation and Development:

Despite the backing of a key partner, others in a company question whether a senior associate is ready for promotion and they want to ensure that any blind spots are addressed.

A public relations firm is considering opening a new office on the West coast. They're thinking about promoting and transferring an internal candidate to coordinate the new venture, but they want to make sure that the person has what it takes – i.e. is a quick adapter, good problem solver, resilient and durable.

Organizational Audit:

A construction company is having difficulty coordinating the activities of their marketing team with those who oversee operations, despite repeated meetings and memos. There are unspoken barriers to true collaboration but no one has the objectivity or perspective to uncover them, let alone address them.