

NWI Leadership Development Program & Support

NWI CONSULTING, LLC

NWI has developed a systematic leadership assessment program that provides strategies to improve leadership behaviors and overall organizational effectiveness. The NWI Leadership Assessment Program or NWI LAP was developed by a core team of about 10 NWI professionals having over 300 years of collective leadership experience at industry recognized top-running organizations having high performance levels in safety, production and cost. The NWI LAP is a multi-phased process comprised of four basic initiatives;

- Information gathering through documentation review and on-site observations
- Individual and group self-assessment
- Results analyses and rollout with the organization
- Recommendations and remediation strategies.

The process is designed to be very straightforward and candid in both the coaching and mentoring phase and includes both individual and departmental level performance measurement. The product design offers behavior analysis and feedback during the multi-phase LAP execution.

NWI's design goal is to identify specific leadership and behavioral gaps benchmarking observed performance against objectives and criteria of highly-effective organizations. Remediation strategies & training to resolve behavioral barriers can be provided to arrest declining individual and organizational performance. The benchmark objectives have been compiled from years of study in multiple industries including manufacturing and production businesses, professional leadership and military organizations and have one thing in common, highly effective organizations with top-quartile industry performance. Identification of individual/group behavioral deficiencies using NWI's leadership evaluation tools are designed to result in "SMART" actions (specific, measurable, actionable, relevant, and timely) to close gaps. Finally, the NWI LAP process focuses on correcting errant behaviors with sessions that practice the "picture" of good behaviors for specific situations, in both one-on-one settings to group breakout focus sessions. Ultimately, the NWI LAP affords targeted individuals to practice new or modified skill sets in the actual work environment. Emulating appropriate leadership behaviors which impact the organization as a whole, is the terminal objective of LAP process. The overall process is interactive in nature and contains critical elements including;

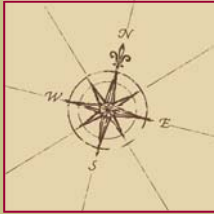
- Documentation Retrieval and Analyses
- Sr. Leadership Team Strategy and Performance Target Determination
- Key Attribute Determination
- Organization Attribute Assessment
- Assessment Target Population Determination
- Individual Evaluation
- Group Observation/Evaluation
- Executive Analyses
- Confidential Disclosure of Results & Recommendations

The recommendations of LAP are compiled into a confidential report by department and overall organization resulting in focal areas with specific remediation strategies. Development of remedial activities can be provided as part of an extended corrective action strategy.

NWI professionals have over 300 years of management experience interfacing directly with the NRC, DOE and INPO on sensitive and challenging issues. We at NWI Consulting, LLC are available at your convenience to help you in numerous other areas as well including operations, maintenance, radiation protection, training, chemistry, and engineering. Call us today to arrange time to discuss your organizational needs.

NWI CONSULTING, LLC Phone: 865-385-6166
P.O. Box 33117 Fax: 865-769-5400
Knoxville, TN 37930-3117 Web Site:
www.nwiconsulting.com





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