

## Leadership Continuum - Organizational capability focus

Lack of effective leadership processes is the critical reason why organizations and economies lead or lag. METL works with organizations to create a leadership continuum and implement the key leadership processes. Leadership development requires a mix of continuing education, exposure and expertise. Often organizations lack the commitment to go through the complete leadership development process and end up declaring failure very early.

METL's proprietary research with over 75 organizations and interviews with over 40 CEO's provides a deep insight and enriches the various solutions that METL designs for its clients.

Four critical job transitions have been identified that any employee has to navigate in his career – functional expertise, general management, global expertise and corporate governance. These are coupled with four individual roles that a person holds in his career – individual, collaborative, leadership and global.

These generate 16 different combinations and one can chart out the leadership combination to be followed for a particular role holder. Combination of education, exposure and expertise can be provided at every of the 16 stages to take a person to the next higher charted path.

### *About METL*

METL is a management consulting organization dealing in niche area of management productivity improvement solutions. It works with empowered task forces and leadership team who want to build their organizations and drive change. It identifies areas where substantial leverage can be achieved and suggests definite ways to build those areas. The key areas of expertise are:

- Identifying your organization's core competence
- Increasing managerial productivity to global standards
- Substantially increasing speed of decision making in your organization

METL undertakes whole system analysis to arrive at the areas that require intervention. The areas range from core competence, organization structure, decision making, capability building for sustainable growth.

As a part of the senior management team you know the challenge your organization faces. You should call METL if you foresee any of the challenges listed below and want to fix them proactively.

- Have an implementation challenge in your organization
- Want to design a robust growth strategy for your organization
- Have a flat growth over the past few years and want to arrive at the root cause to be fixed
- Have a management team that is unable to decide on big/ right things
- Want to build a world class capabilities in your organization

**Contact us**

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METL is based out of Hyderabad, India.