



# Leadership Consulting | Canada

Our Services

boyden



Who we are

## Leadership **Transformed**

We are among the world's foremost **leadership** and **talent advisory** firms. From succession planning, attracting, and hiring the best leaders, to onboarding, assessing, and developing leaders and their teams, we help **build the leadership** capacity required to achieve success.

With more than 75 offices in more than 45 countries, we are a global firm with a **significant Canadian presence**. Boyden consists of offices in Vancouver, Calgary, Saskatoon, Toronto, Ottawa, and Montreal, and we work with a diverse client base that cuts across most major industries and sectors.

We believe Canadian businesses, organizations and institutions can and should be best in class. Our **proprietary tools** and leadership solutions bring an evidence-based approach to tap into the leadership and team potential required for organizations to excel now and into the future.



# We are Global Leadership Specialists

In a world where change happens at a fast and unpredictable pace, effective leadership is vital to business performance.

## Nicole Bendaly

Managing Partner,  
Leadership Consulting,  
Canada

[nbendaly@boyden.com](mailto:nbendaly@boyden.com)

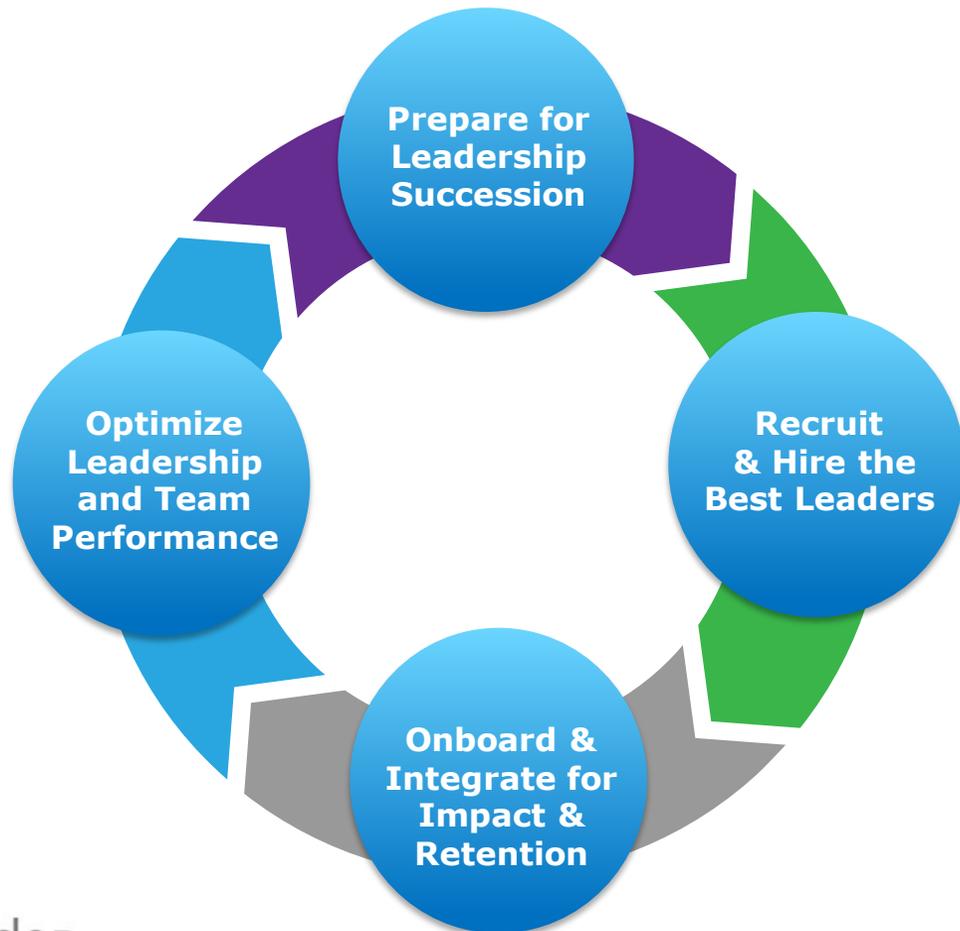


**The number one driver of organizational health and effectiveness is the quality of leadership.** Organizations that outperform across a range of metrics, including employee engagement, retention, well-being, and business performance, don't simply **invest in leadership development**, they invest in **continuously attracting, developing, assessing, and rewarding the right leadership qualities** that are most important to the organization's **future success, growth, and sustainability.**

We expect a lot of our leaders today, and in return they require **clarity of focus, tailored and ongoing learning, meaningful feedback, and practical tools** to perform at their very best and to be motivated to stay. When these supports are founded in a **rigorously clear picture of the qualities that are most important to leadership and organizational success**, the result is a diverse pipeline of **leaders ready, motivated, and able** to tackle both the needs of today and the challenges the organization will face into the future.

*Bendaly*

We help maximize the potential for leadership success by supporting every aspect of the leadership cycle.



# Our expertise | Leadership **Transformed**

We help navigate and develop the factors most essential to a leader and their team's potential for success.

## PREPARING FOR SUCCESSION

Define and plan for the roles, skills and capabilities required for the organization to perform now and into the future.

## ONBOARDING & INTEGRATION

Accelerate your new leader's ability to gain traction, build relationships, add to the organization's culture with personalized onboarding, coaching, development, and feedback.

## LEADERSHIP ASSESSMENT & DEVELOPMENT

Provide your leaders with the knowledge, tools, and strategies to perform at their best, to navigate change, and to lead themselves, their teams and the organization to new heights.

## EXECUTIVE TEAM DEVELOPMENT

Build the habits of high-performance executive teams and strengthen team cohesion and impact with results-focused team development.

# PREPARING FOR SUCCESSION

We believe succession planning should be more than just a plan; it is the opportunity to strengthen leadership effectiveness, retention, and engagement, while building a pipeline of diverse leaders ready to step into key roles.

## DEFINE ROLES' SUCCESS PROFILES

- Consider the organizational future direction
- Understand current vs. ideal organizational culture
- Anticipate market trends and impacts
- Define the ideal leadership profile for role(s)

## POOL ASSESSMENT

- Reliably assess leadership strengths and opportunities
- Compare results vs the ideal profile
- Identify strengths and needs
- Recognize and develop high-potential leaders

## SUCCESSION PLAN

- Identify potential internal successors
- Build individualized development plans
- Build succession/search strategy
- External leadership search

# ONBOARDING AND INTEGRATION

Accelerate your new leader's ability to create impact, build relationships, and create team cohesion with personalized onboarding, coaching, and development. Well structured and strategic onboarding ensures your leader has the support they need to be successful right out of the gate, while demonstrating the commitment the organization has to their success. Our onboarding process is tailored and includes the following supports over the course of 3 to 12 months.

## PERSONALIZED ONBOARDING & ACTION PLAN

Turn traditional onboarding plans into results-focused 30-60-90 day action plans tailored to your executive's goals.

## LEADERSHIP PROFILE

With Boyden's proprietary assessment, your leader will gain insight into the impact their style, motivators, and preferences will have on their ability to achieve results.

## COACHING & ADVISORY

Your leader will be supported in navigating the challenges that arise in the first 90 days and beyond with a dedicated Coach acting as a sounding board and trusted advisor.

## 360 FEEDBACK

Boyden's Leadership Framework assesses the behaviours and competencies most essential to the leader's success and provides meaningful feedback and recommendations.

## TEAM DEVELOPMENT

Our team development ensures the new leader and their team create the cohesion, trust, and communication required to operate as a high performing team, right out of the gate.

SUCCESSION PLANNING

ONBOARDING  
INTEGRATION

LEADERSHIP  
ASSESSMENT &  
DEVELOPMENT

EXECUTIVE TEAM  
DEVELOPMENT

# LEADERSHIP ASSESSMENT & DEVELOPMENT

Leadership assessments, 360 feedback, and 1:1 coaching support leaders in tapping into their full potential. We take a comprehensive, supportive, and evidence-informed approach to assessing and developing leaders, with a focus strengthening how leaders:

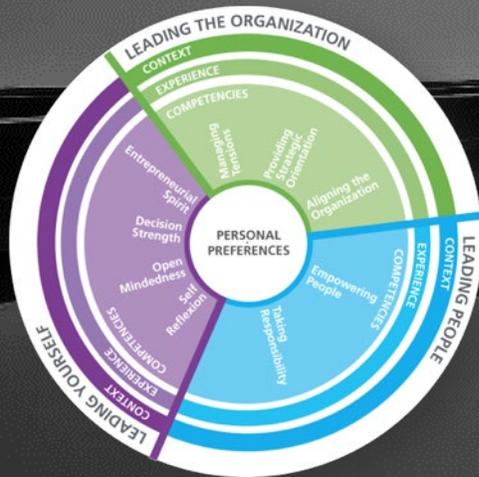


At the core of our leadership solutions are our proprietary tools:

**BLF** Boyden  
Leadership Framework

**PROPHET**

360° Leadership Assessment



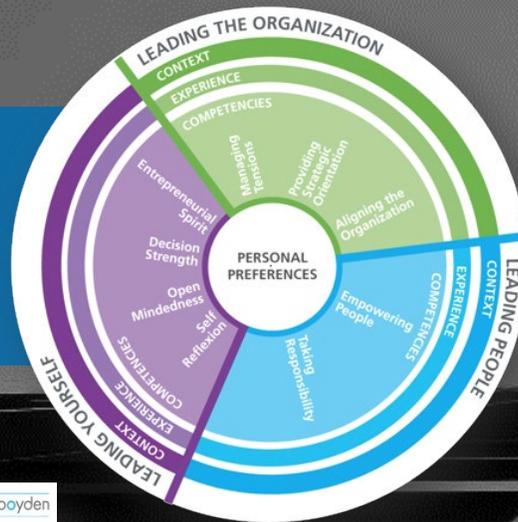
# LEADERSHIP ASSESSMENT & DEVELOPMENT

## Leadership 360 Feedback, Leadership Team Strengths & Gap Analysis, and Performance Reviews

Leveraging our proprietary leadership framework and assessment, we take a strengths-based and developmental approach to feedback and performance reviews with the focus on continuous improvement, while underscoring the strengths the leader already has. The process includes:

### WHOLE LEADERSHIP

A model powered by the **Boyden Leadership Framework** including the 360 Assessment



### 360 Assessment

Based on the Boyden Leadership Framework, the survey integrates core competencies most essential for the leader's success today and the future based on the organization's culture, vision and mission, and strategic objectives.

### Deep-Dive Interviews

Confidential interviews create deeper feedback and understanding of key strengths, leader impact, and opportunities for development.

### Stay Interview

This results in a greater understanding of the leader's self-assessment, their needs and expectations, and career aspirations and core purpose.

### Leadership 360 Report

Our comprehensive report provides an understanding of the leader's key strengths and opportunities for improvement, feedback and needs, and identifies areas that may represent a risk to retention. The report also provides a development and retention plan.

### 1:1 Coaching

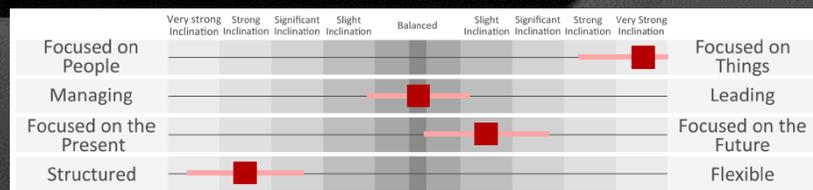
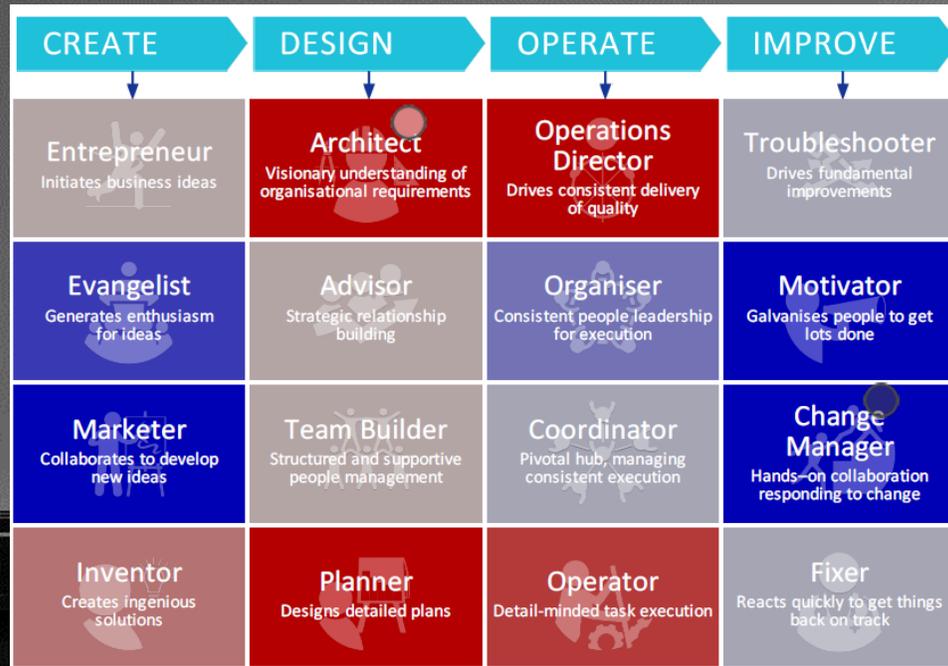
Each 360 Feedback process includes a series of 1:1 coaching sessions supporting the leader's ongoing development and performance.





# OUR PROPRIETARY ASSESSMENT TOOLS

## PROPHET



- A British Psychological Society Registered Test designed for the development of senior executives
- Provides fast, valuable business insight into pivotal business relationships, teams and organizations
- Provides a practical understanding of how leaders are likely to approach their role and where there are opportunities and risks with the respective profiles
- Informs discussions around relationships, onboarding, leadership development, culture and strategy implementation

# EXECUTIVE TEAM DEVELOPMENT

Build the **Habits of High-Performing Executive Teams** with a team development process that results in:

- Greater team cohesion, trust, and communication.
- New practices that move the team to higher levels of performance.
- Clear priorities, expectations, and commitment toward common goals.
- Strategies, tools, and an action plan for achieving measurable improvement in team effectiveness.
- Greater nimbleness and adaptability to navigate and lead change.
- And more!

## TEAM ASSESSMENT

Our proprietary team assessment identifies team strengths and blind spots and results in greater understanding of how to maximize individual and team effectiveness.

## TEAM WORKSHOPS

Our interactive workshops leave your team with the tools, awareness, and strategies to practice the Habits of High-Performing Executive Teams.

## TEAM ACTION REPORT

We provide a clear roadmap and action plan to ensure learning turns into measurable and meaningful improvement in team effectiveness.

## TEAM CHECK-INS

Facilitated quarterly check-ins support your team in addressing and preventing issues that affect team and organizational effectiveness.

# Worldwise insight. Collaborative commitment. Enterprising culture. Our pillars for success as a global firm with a boutique spirit.

Our clients tell us:

"I think of Boyden as a responsive and committed partner unique from the other global firms"

"Working with Boyden gave me the impression of being tailor-made and being very specific and that was what we were looking for"

"There is one voice between me as CHRO, Boyden and our CEO, because the consultant is excellent at handling the relationship"

[www.boyden.com](http://www.boyden.com)

