FLIGHTPATH® TEAM PROFILE & COACHING

Build leaders who move the business.

Hogan-based assessment, focused coaching and a proven leadership model for HR leaders developing new managers, R&D professionals and plant leadership teams.

93%
of sponsors gave top ratings in a life sciences program

~25
SVPs and VPs profiled at a Fortune 200 energy company

~20
new managers a year at an industrial manufacturer since 2023

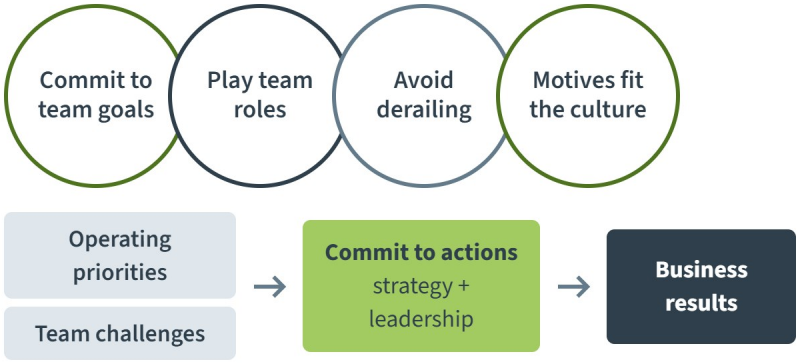
100%
of sponsors saw plans aligned to business priorities

01 · FOR LEADERSHIP & PLANT TEAMS

FlightPath® Team Profile

Leadership teams see their contribution to critical roles, derailment risks under stress, blind spots, and how individual motives line up with the culture you want. The team then builds the capabilities it needs, with a plan that ties learning to business priorities.

THE TEAM JOURNEY



02 · FOR NEW & EXPERIENCED MANAGERS

Manager Essentials "bootcamp"

Built on a well-researched leadership model and decades of experience, our content library powers individual and group coaching sessions, so managers learn the fundamentals and apply them to real work.

MENU OF COACHING CONTENT

Foundational · Intermediate · Advanced

- Communicating effectively
- Decision making
- Influencing
- Coaching
- Creating the culture
- Working across generations & genders
- Managing conflict
- Team startup
- Developing talent
- Framing & strategy
- Execution
- Dashboards
- Leading organizational change
- Risk management

THE LEADERSHIP MODEL

Vision → Set expectations → Communicate → Decision-making → Manage priorities → Manage people → Create the environment

03 · FOR LEADERS & HIGH-POTENTIALS

Individual FlightPath® Coaching

Individuals take stock of the assets and risks relevant to their career path, leading to a development plan that strengthens areas of need and maximizes their impact on business priorities.

THE FLIGHTPATH® MAP

Inner values	Reputation	Stress response
Core values, goals and interests	How they perform in the workforce	Risks that show up under pressure

Scaled to fit: debrief · 360° feedback · plan shared with manager and HR · training and coaching as needed