

COMMERCIAL & NONPROFIT PROFESSIONAL SERVICES

LEADER DEVELOPMENT

Emerging Leaders Course (Lead Self)

Self-paced, online professional education that examines the attributes and competencies necessary to be an effective teammate and to succeed in future leadership roles.

Frontline Leader Course (Lead Others)

Interactive, in-person development course designed for frontline leaders who have at least one direct report. Equips participants to grow in character and in competency so that they become more effective in leading others.

Leader Academy (Lead Teams)

Challenging professional development program designed to augment the potency of leaders at the operational level. Prepares leaders to function through and across teams and bridges the gap between strategic objectives and team execution.

Executive Coaching (Lead Organizations)

An individualized partnership that engages, challenges, and inspires leaders to maximize their personal and professional potential. Monthly sessions focused on client needs and framed by essential operational- and strategic-level leader goals and responsibilities.

Our Mission

Harness the power of **TEAMS**,
by, with, and through their **LEADERS**.

Horizon Performance

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TEAM DEVELOPMENT

Team Dynamics

Thought-provoking sessions designed to drive team discussion, to increase awareness, and to facilitate practice in the intangible dynamics a team must possess to achieve its full potential.

Team Engagement

This tailored, as-needed engagement with a team and/or leader – activated when times are challenging and fear of failure is real – is an intervention that can turn a major crisis into a meaningful opportunity.

Executive Retreats

Facilitated events that emphasize leader development, team cohesion, and organizational excellence. Length of retreats are customized, and each experience equips clients to harness the power of the team.

ORGANIZATIONAL DEVELOPMENT

Organizational Assessment

The process of collecting information to enhance organizational effectiveness via systematic reviews of an organization's processes, culture, and structure.

Strategic Planning

A meticulous, step-by-step process that shapes a future vision and provides a foundational strategy to achieve that end.

Organizational Conferences & Keynote Speakers

Leader development forum, ranging from one to five days in length and hosted at select locations—or exportable to the client's venue. Customized support and offerings, from a single keynote speaker to simultaneous team sessions.

CONSULTING

Talent Management

A holistic assessment of how an organization identifies, assesses, selects, trains, and develops talent, toward increasing retention and producing individual and organizational growth.

Performance Management

A critical review of an organization's performance evaluation methodology, toward providing options for increased efficiency, better assessment, and more robust personnel development.

OUR PRECISION TOOLS FOR...

LEADERS

Vector 360

A whole-leader review that provides comprehensive feedback on one's leadership abilities through self-assessment and specific input from the leader's supervisor, peers, direct reports, and others.

Behavioral Observations

Real-time capture of team member data and performance evaluation that reveals behavioral trends within multiple environments and enables feedback that produces growth.

LDRX

A virtual community of like-minded leaders united in their shared belief that people matter. This website hosts development tools, resources, and engaging conversations that facilitate effective leadership.

TEAMS

Team Temperature Check

A survey of seven dimensions of a team that succinctly assesses the team's actual "temperature" as compared to the leader's perception of team "temperature," and clarifies team strengths, weaknesses, and blind spots.

After Action Review

A structured event and/or process assessment that helps leaders understand not only what happened but also why, which is a hallmark of learning organization; assists leaders with understanding how to improve and sustain future operations.

ORGANIZATIONS

Culture 21

A framework leaders use to assess organizational culture, stratified into three levels of influence: Industry, Organization, and Leadership.

Climate Survey

A comprehensive survey that assesses the current organizational climate, organized into three focus areas: Organization, Work Team, and Direct Leader.

Performance Review Solutions

Proprietary software solution that generates a continuous performance review cycle to measure performance, enable feedback, and structure evaluations.

