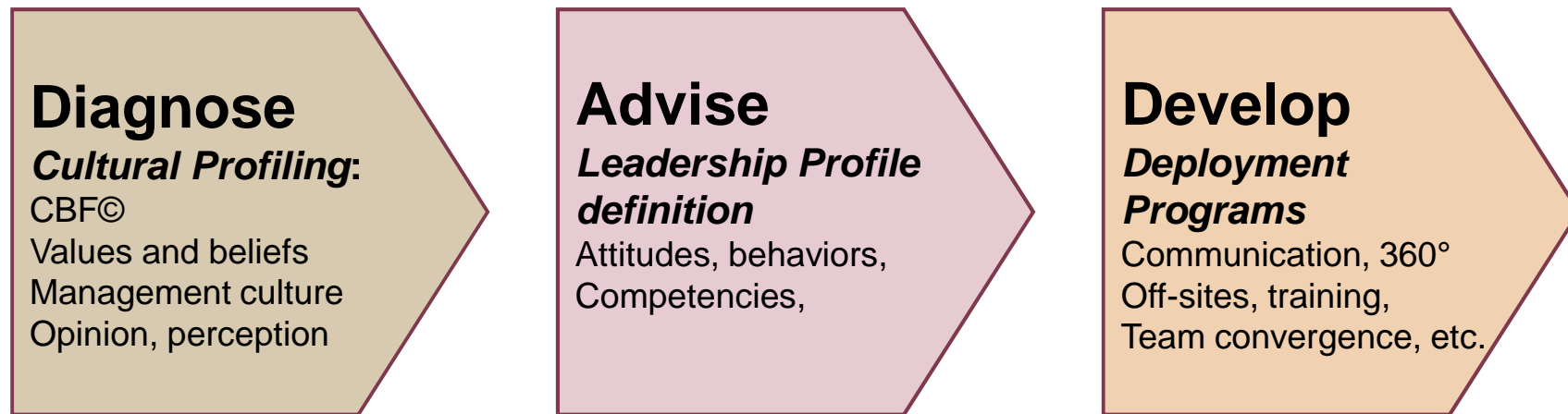


Leadership Profile Definition

The ICM Process

Three-step approach



To Change and Grow

Leadership Development Program

Company Values
&
Leadership Principles



Leadership Profile
Skills & Behaviors



360° Leadership
Feedback






Leadership
Seminar

Team Convergence

Leadership
Conventions

In-house
Communications

In summary...

-  **Identify** your cultural drivers
-  **Evaluate** your culture against the challenges of the future
-  **Agree** on the values for change
-  **Define** the Leadership Profile that will support change and global integration
-  **Communicate and deploy** the profile through communication, management practices and HR tools and systems.

And remember...

**When strategy and culture collide,
culture always wins**

*Jack Welch
Former GE CEO*