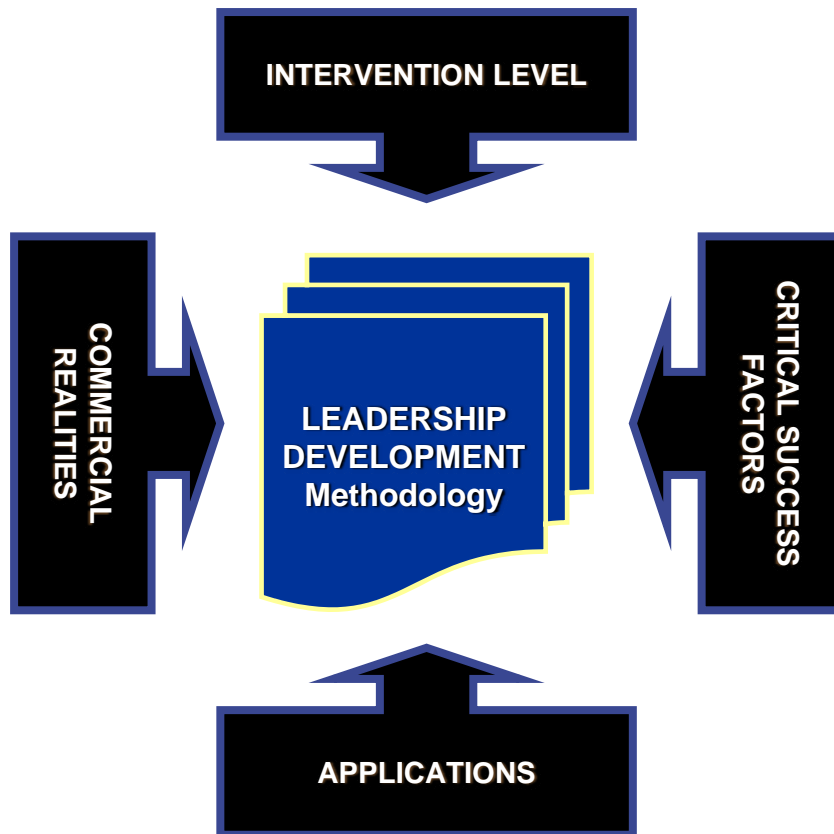


# Services

## Leadership Development

ClearWater's choice of Leadership Development methodology is informed by the interplay of four factors (see below).



### CRITICAL SUCCESS FACTORS:

The profile of competencies used – competencies for performing today, competencies for achieving change, competencies for managing tomorrow, and competencies for realising potential synergies and leverages from individuals' and teams' versatility

### INTERVENTION LEVEL:

The deployment of Leadership Development methodology depends heavily on the target population being developed. Different methodologies are used for top teams and for functional cross-hierarchy teams. Likewise, different approaches are deployed when developing a single team versus several teams

### APPLICATIONS:

Leadership Development is most commonly applied to: (a) Performance enhancement; (b) Team context challenges (c) Cross-business working, and (d) Creating a momentum for cultural change

### COMMERCIAL REALITIES:

The political, organisational, and budgetary realities and constraints under which the team development is carried out. These shape delivery modes as well as commercial engagement forms such as partnership and licensing agreements