

DEVELOPING THE BEST AND THE BUSIEST:

HIGH IMPACT COACHING AND DEVELOPMENT FOR IN-DEMAND EXECUTIVES

Fenestra, Inc.

Spring 2008

The Accelerate Platform brings together the rigor of an assessment center, the power of executive coaching and the reach and flexibility of web-based technology to deliver high impact executive development to your most valuable and productive managers.



FENESTRA

A DIVISION OF SANDRA HARTOG & ASSOCIATES

Overview

The time and travel demands on today’s top executives are unprecedented. Unfortunately, the programs and resources available to support their development have not kept pace with this most critical audience. Accelerate now provides these managers with class-leading executive development, in a way that they are able to take advantage of it.

Executive Development Today: Falling Behind

Until now, L&D professionals have needed to choose among several less than ideal options for the development of their top talent in the middle management ranks.

- **Executive Coaching.** Can be powerful, due to an ongoing process and customized development focus, but can be difficult to ensure rigor and consistency.
- **Assessment/Development Events.** Can have a significant short term impact. But cost, logistical challenges and lack of follow-up limit long term effectiveness.
- **Elearning.** Scalable and cost-effective, but often lacks impact.

	Impact	Rigor	Flexibility
Executive Coaching	✓		
Assessment/Development Events		✓	
E-Learning			✓
Accelerate Platform	✓	✓	✓

The Accelerate Platform: Combining the Best of All Resources

Accelerate combines the benefits of all of these approaches into a truly unique and powerful development experience, that is delivered in a way that your most in-demand global executives can participate fully, even within the constraints of their demanding schedules.








An engaging business simulation. In the Accelerate platform, participants engage in a web-delivered business simulation, similar to an assessment center paradigm. Participants take on a management role in a fully realized fictional organization, in which they can call or email peers, direct reports, clients and their manager to resolve critical issues and take advantage of business opportunities.

However, their participation is a process as well as an event. Multiple modules can be delivered over an extended time period, so participants can return to the simulation to face both new and evolving business challenges.

Feedback and coaching. During the program, participants receive both real time feedback and intensive coaching. Shortly after phone interactions in the simulation, participants are able to view behavioral feedback prepared by trained role players. In addition, between modules they participate in a discussion with an executive coach to review their actions and decisions in the previous module, and how they might be improved upon both in upcoming simulation modules and in participants' real jobs.

Online Development Resources. Accelerate also provides access to complementary online development resources. These can include e-learning content as well as links to your organization's learning management and performance management systems

Sample Program Structure

Week 1 Orientation & Preparation		<ul style="list-style-type: none"> • Receive program information and complete introductory materials • Planning discussion with executive coach
Week 2 Simulation Module 1		<ul style="list-style-type: none"> • Participate in the simulation for four hours during the week <ul style="list-style-type: none"> ✓ Address issues ✓ Receive real time feedback on phone interactions • Ongoing access to development resources
Week 3 Feedback & Coaching		<ul style="list-style-type: none"> • Meet with coach • Access development resources, and apply learning back to the job
Week 4 Simulation Module 2		<ul style="list-style-type: none"> • Participate in the simulation • Ongoing access to development resources and message board
Week 5 Feedback & Coaching		<ul style="list-style-type: none"> • Meet with coach • Access development resources, and apply learning back to the job
Week 6 Simulation Module 3		<ul style="list-style-type: none"> • Participate in the simulation • Ongoing access to development resources
Week 7 Feedback, coaching & development planning		<ul style="list-style-type: none"> • Meet with coach • Create a post-program development plan • Meet with manager to review development plan

Target Audiences and Uses

- **Executive Readiness Assessment and Development.** Conduct an in-depth assessment of participants' readiness for executive positions, and provide powerful and targeted developmental feedback and coaching.
- **High Potential Development.** Provide your top talent with a standardized, unique and engaging development program.
- **Development and Retention of Key Incumbents.** Give key executives powerful feedback and a developmental boost without struggling with logistics and timing.
- **Development of Key Populations.** Create development programs that target the needs of specific populations, such as women and diversity populations.
- **Preparation for Global Assignments.** Provide managers with a virtual global immersion experience, to prepare them for global assignments.

Fenestra's Capabilities

As with all our Programs, Fenestra brings broad expertise and industry leading resources to our Accelerate platform

- **Web delivered simulation technology.** Simulation functionality and materials are delivered to the participant's computer as a complete desktop, including an email inbox, contact list, calendar, and access to relevant documents and report templates.
- **Experienced coaches and role players.** A cadre of executive development professionals with extensive experience in executive assessment, and coaching
- **Flexible and customizable content and features.** We have the capability to develop customized content for your organization, or to provide off the shelf materials. In addition, we will work with you to develop the program structure and feature that are most important to your target audience.

About Fenestra, Inc.

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Fenestra specializes in technology-enhanced assessment centers that provide scalable, relatively low-cost methods to select and develop the highest-quality employees.

Fenestra is an affiliate of Sandra Hartog & Associates, a talent management consulting firm headquartered in New York City. Sandra Hartog & Associates and Fenestra, Inc. are certified Women-Owned Business Enterprises. For more information visit

www.fenestrainc.net.