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## How to Spot Talent and Develop Strong Executive Leadership



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SENIOR MANAGING DIRECTOR

It is well accepted that the senior management team has responsibility for shaping a company's business strategy. But what about leadership strategy and who has the ultimate responsibility for its development? While the business strategy defines what a company plans to do, the leadership strategy governs how a company will do it. Shouldn't a management team, with the support of its board of directors, be equally focused on both? That said, the senior HR team can, and should, play a vital role in bringing a leadership strategy.

### About the Author

Jan Koors is a senior managing director with Pearl Meyer and head of consulting services. In this role, Jan is focused on leveraging the firm's consulting capabilities and enhancing relationships with our national marketing partners. She is a member of the leadership team which guides the firm's strategy.

### About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.

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