



Leadership Assessment & Development

AON CONSULTING

The Leadership Imperative

Grooming business leaders is one of the most critical business needs in the modern workplace. China, for example, has the fastest-growing economy in the world and attracts many multinational companies. Yet, despite its population of 1.3 billion, the demand for leaders far exceeds the supply of qualified candidates. In developed economies such as the United States, the leadership shortage will grow dramatically over the next decade with the impending retirement of the baby boomer generation.

Indeed, studies show that organizations are already feeling the pinch resulting from the leadership shortage. In Aon Consulting's 2008 **Benefits and Talent Survey**, nearly 60% of the respondents reported that they are currently experiencing a shortage of qualified leadership talent. When asked about the potential impact of a leadership shortage, 20% say that their organization will experience reduced ability to meet revenue goals, 25% predict a reduced ability to meet customer service targets, and 18% forecast a reduced ability to innovate. In addition, in a post-hoc review of recent CEO departures, we found that the impact of a CEO departing abruptly can affect approximately 2.5% of market capitalization.

Successful organizations are studying leadership trends and preparing for the future. They understand the importance of effectively managing the risk of a leadership shortage and are proactively identifying, assessing, developing, managing, and working on retaining the right talent.

Aon Consulting's Talent Management Services:

Leadership Assessment.

Leadership Development

Career Pathing

Executive Coaching

Succession Planning

Organizational Effectiveness

Change Communication

Talent Review

Mergers and Acquisitions Assessments

Are You Ready?

When it comes to having "the right" leaders, one size does not fit all. There is more to being an effective leader than intelligence, hard work, and experience.

Aon Consulting is a pioneer in the field of leadership assessment and development. We help each client identify the competencies their leaders will need to effectively manage their business. We use assessments to measure current leaders' strengths and development needs. Aon uses award-winning, accelerated development programs and approaches, including self-study, group discussions, role plays, coaching, and action learning to give leaders the immediate experiences and feedback they need to grow. Aon also recruits and selects new leaders to fill remaining gaps and accelerates their assimilation. We make sure your organization has the leaders you need for today... and tomorrow.

Aon Consulting Delivers Value

Aon Consulting advises clients on the effective identification, assessment, development, management, and retention of leadership talent. Aon Consulting will:

- Help organizations improve their global leadership bench-strength and quickly build a strong leadership pipeline. Through our leadership development programs, targeted employees have improved 75% of leadership competencies within 8 months, increasing leadership performance ratings by 20%.
- Increase leadership retention and decrease executive search and replacement costs. Our solutions have reduced leadership attrition by approximately 85%.
- Help leaders perform better on the metrics that matter to the organization through competency-based programs. For example, our solutions have identified leaders who have 3 times higher customer service scores, 13% more sales, 67% fewer team terminations, and who reduce costs by 3%.
- Reduce the organization's administration costs by 50% through the use of virtual and remote solutions.

Aon Consulting's Approach

Aon Consulting works with clients to develop a leadership assessment and development program that will have significant impact on the growth and health of the organization. We start by forming a project advisory team to guide the project, then we design a competency-based program, implement the program using the methods best suited to the organization's needs, monitor success through pre-established metrics, and modify the program as the organization's needs evolve.



We know that losing key leaders is more than a financial burden; it impacts your organization's overall effectiveness, key client relationships, and your employees' productivity. In a challenging economy, organizations with crucial leadership gaps cannot compete.

Wide Variety of Services

Aon Consulting Worldwide is shaping the workplace of the future through benefits, talent acquisition and management, communications, and rewards strategies and solutions. We leverage our global network of offices, unmatched talent, innovation, thought leadership, and operational excellence to deliver distinctive value to our clients.