



**You know strong leadership is critical to your success—yet mastering it is no easy task.**

**70%**

**of company transformations fail due to lack of leadership and vision.<sup>1</sup>**

*Your world is changing.*

You need to define and build the leadership capabilities required for your future success.

**86%**

**of leaders think their organization does not manage succession well.<sup>2</sup>**

*Your bench is thin.*

You need a robust system to identify and accelerate the development of the next generation of leaders.

**40%**

**of newly hired or promoted leaders fail within 18 months.<sup>3</sup>**

*You've had some high-profile misses.*

You need to make better, more objective decisions when selecting leaders for critical roles.

**30%**

**of a firm's profitability is determined by the caliber of the top team.<sup>4</sup>**

*Your team is burdened by politics and personal agendas.*

You need a team that's aligned, cohesive, and focused on executing your strategy.

**72%**

**of leaders lack the critical skills they'll need for the future.<sup>5</sup>**

*Your leadership is not keeping pace with the times.*

You need to equip them with the mindset and skills to turn challenges into opportunities.

## **Better leaders. Better performance.**

For over 15 years, ORL has helped organizations transform leadership into a competitive edge.

We help you align your strategy and leadership, build a strong pipeline of future leaders and unlock the full potential of your people.

**OR**  
**LEADERSHIP**

[orleadership.com](http://orleadership.com)

**"ORL is more than just a provider—they've helped us navigate complex leadership challenges with empathy and expertise, making them one of our most trusted partners."**

VP, Executive Services,  
Fortune 500 technology firm

Select clients include:



Booz | Allen | Hamilton



# We've got you.



## Transformational Leadership Strategy

Define the future leadership capabilities you need and build a strategy to strengthen your leader pipeline.



## Developmental Executive Assessment

Make confident, high-stakes selection and succession decisions with our predictive, tailored assessments. Support seamless transitions and set new leaders up for success.



## Performance-Focused Team Development

Unlock top team potential with our research-driven approach to enhancing alignment, cohesion and performance.



## Personalized Leadership Development

Accelerate development through engaging learning experiences personalized to each leader's capability and potential.



## Evidence-Based Executive Coaching

Drive lasting behavior change and real-world business impact with our proven executive coaching methodology.

# Experience a fresh approach to solving your leadership challenges.

## A Trusted Partner

*We work with senior leaders at some of the most successful organizations in the U.S. and EMEA.*

Our clients trust us to be at their side as they navigate their most complex leadership challenges.

## Data-Driven, Tech-Enabled

Our work is grounded in behavioral science, supported by cutting-edge technology and enhanced by insights from thousands of leaders we've assessed and developed.

## A Customized Approach

*We don't force-fit you into a generic, pre-cooked approach.*

We take the time to deeply understand your organization and customize a best-fit solution to your unique needs.

## A Human Touch

*We deliver the expertise and enterprise solutions of a large firm with the responsiveness and personal touch of a boutique.*

We pride ourselves on our human approach and transformational impact on the leaders and the organizations we serve.

## Psychological Depth & Business Insight

*Our global team of consulting psychologists work with senior leaders every day.*

We understand the challenges leaders face and help them navigate complexity, drive impact and achieve lasting success.

1. 70% - McKinsey & Co, "The 'how' of transformation", 2016
2. 86% - Routh et al, Deloitte, 2018
3. 40% - DDI, Leadership Transitions Report, 2021
4. 30% - Mackey, A, Strategic Management Journal, 2008
5. 72% - DDI, 2021



Produced by Designworks.

“We've worked with ORL for over a decade, and that long-term relationship has allowed them to deeply understand our culture and leadership challenges. They're not just advisors—they're part of our journey.”

VP Organization Development, Large federal agency

## Ready to transform your leadership?

For more information, visit [orleadership.com](https://orleadership.com)  
or send us an email at [craig.simpson@orleadership.com](mailto:craig.simpson@orleadership.com)