



# LEADERS By Design NEWSLETTER



**Molly D. Shepard**  
CEO, The Leader's  
Edge/Leaders By Design

## Molly's Letter *Talent Management*

Hello everyone! I hope you are enjoying your summer so far.

Recently *The Leader's Edge/Leaders By Design* team was in New York for The Conference Board's 10th Annual Women's Leadership Conference. We had the honor of organizing, speaking and attending this wonderful and inspiring event. The highlight for me was being surrounded by so many intelligent and ambitious women, some of whom have advanced into the highest leadership roles within their global companies ... > [Read More](#)

## In This Issue...

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- The Value of External Programs
- The Five Fundamentals of Personality
- Discussion on Talent Management for the Future
- Interview with an Executive Leadership Institute for Women Graduate, Joanne Ryder
- Kudos

## Upcoming Events

### Workplace Productivity: The Primary Killers

Peter J. Dean, Ph.D.

September 19, October 17 & November 14  
Philadelphia, PA

September 19

The Bully in the Workplace

October 17

Four Poisonous Personalities to Workplace  
Productivity

November 14

Practices That Ensure Healthy Workplace  
Productivity



### 2014 HBA Annual Conference

November 12-14  
Chicago, IL

Nila Betof and Betsy Reeder will be presenting on "The Art of Influencing and Change Management"

## ExCeL

Exceptional Leadership Development  
**ExCeL Exceptional Leadership  
Development**

January 22, March 19 & May 14, 2015  
King of Prussia, PA

A Leadership Development Program for  
Emerging Women Leaders

## Women On Board™

**Women on Board**

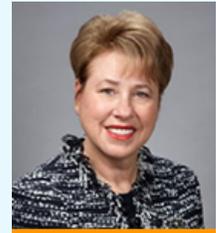
April 15 & 16, 2015

## The Value of External Programs

by Nila G. Betof, Ph.D.

Chief Operating Officer, *The Leader's Edge/Leaders By Design*

Because good leadership is at the heart of any successful organization, building talent is a primary concern in today's workforce. We currently face dynamic issues in a rapidly changing world that present new challenges to organizations including managing a diverse workforce and creating succession plans for retiring Baby Boomers to maintain productivity. To handle these workforce changes and to address the organization's lifeblood, many companies have formed internal leadership development programs to train and develop their employees to create a pipeline of talent and build the skills needed to compete in the global marketplace. > [Read More](#)



## The Five Fundamentals of Personality: Providing a Comprehensive Framework for Coaching Leadership Behaviors

by Peter J. Dean, Ph.D., Founder and President, *Leaders By Design*

We coach leaders in all five fundamentals of personality. As coaches, these five fundamentals can help us wade through the complexity of an individual's nature and provide a filter through which to analyze their leadership style. This is extraordinarily helpful as we try to address a lifetime of experiences in the coaching process and understand an individual's areas of strength, identify areas that need development and assess leadership behavior and potential success.> [Read More](#)



## Discussion on Talent Management for the Future

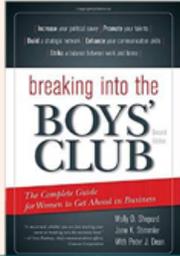
The theme at The Conference Board's recent 10th Annual Women's Leadership Conference was the future of women's leadership and gender diversity at the top tiers of organizations. One of the most interesting sessions at this event was a dynamic panel conversation on talent management strategy and the value of hiring diverse candidates for leadership teams moderated by Judee von Seldeneck, Founder, Chairman and CEO of executive search firm Diversified Search. The panel of three senior human resources professionals discussed the issue of gender diversity in relation to leadership,

Philadelphia, PA

Preparing Senior Women for Board of Director Opportunities

[Click here to find out more about our programs and events...](#)

### Breaking into the Boys' Club



NEW EDITION

BIBC is the ultimate guide to success for women in business. No matter what stage in your career or what job position you hold, this book offers practical, relatable ways to evaluate your professional style and workplace culture in order to better understand behavior that may be holding you back from advancing in your field. New to this edition are sections on dealing with conflict, the importance of sponsors, and how women should think about and plan for their post-career futures.

[Learn More](#)

building inclusive cultures and stronger pipelines, and strategies to encourage company-wide engagement with these initiatives. > [Read More](#)



**Interview with an Executive Leadership Institute for Women Graduate, Joanne Ryder**  
EVP, Director of Brand & Strategy at Beneficial Bank

> [Read More](#)



KUDOS to program graduates and friends on their recent achievements!  
[Click here to learn more.](#)

For more information about *The Leader's Edge/Leaders By Design* [click here.](#)

