

# Accelerate Development — Enhance Leadership



**DEVELOPMENT**  
**engine**

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"Plans alone don't produce results. Improvement comes from execution, follow-through and practice."

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- Cal Wick  
Fort Hill Company

**FORT HILL**  
**COMPANY**

*Follow-Through that Delivers Results*

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Plans have no impact if they are never implemented, or are implemented half-heartedly. Serving as the bridge between planning and results,

DevelopmentEngine<sup>®</sup> facilitates the execution of Individual Development Plan to maximize their value.

# Keep Development On Track...

Ensuring an adequate supply of future leaders is one of the most important challenges in business today. Accelerating leadership development is critical. Too often, however, individual development plans are written, then neglected, overshadowed by day-to-day demands.

DevelopmentEngine® keeps development on track by ensuring follow-through on plans and on-going support by managers, executive coaches and peers. The result is greater progress on plans, accelerated development and improved performance overall.

## Benefits

- Reminds participants to continue to execute their development plans.
- Informs and engages managers.
- Improves the effectiveness of coaching.
- Supplies relevant content online and in context.
- Allows development professionals to monitor the quality of effort and coaching.
- Documents progress and results.

## Features

- Quick to implement. Easy to use.
- Web-based program - requires no software installation.
- Customized to fit your company's values and leadership model.
- Tailored to support any plan your company is implementing.
- No special training required.
- Support for users and managers.

## PLANNING

x FOLLOW-THROUGH

## RESULTS

It takes planning AND follow-through to get results. The formula for success is simple: a great plan coupled with effective follow-through achieves results.

## PROVEN IN PRACTICE

First introduced in 2002, DevelopmentEngine has supported development plans in leading companies and organizations including:

- CalPERS
- Children's Healthcare
- Cisco Systems
- Thrivent Financial



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