

► Company Overview

Who are we?

We are leadership development specialists, executive coaches, and learning consultants, who inspire and develop leaders to produce extraordinary results. If your organization is struggling with developing high-potential leaders, retaining top talent, creating a climate of trust, or building leadership bench strength, we can help. Our mission is to unlock the leadership potential in individuals and organizations—*leveraging strengths and creating a continuous learning environment.*

Ken Giglio, managing partner, is a dynamic executive coach and consultant, focusing on leadership and organizational development. **Debra Hamilton**, managing partner, is an accomplished organizational learning consultant and communication, leadership, and teambuilding coach.

What do we do?

Using our **Leadership Development Framework™** we help you develop your top leadership talent. Our programs are tailored and integrated to include assessments, applied learning, follow-through, and accountability. Our framework includes:

- Three levels of leadership development
- Executive coaching and peer coaching programs
- Presentation and writing skills coaching
- Emotional intelligence and change management workshops

our signature product

Leadership Development Framework™

- An integrated learning and development model used to create sustainable leadership bench strength that directly impacts performance and the bottom line.

leadership bench strength

What makes us different?

We create sustainable learning and develop leadership bench strength for your organization. Every program we deliver uses our **Integrated Learning & Development** model. Participants engage in continuous learning through a peer coaching model that uses interim facilitation and shadow coaching. As a result, participants practice their leadership skills and behaviors while addressing real business challenges. This added value leads to top performance and creates greater accountability.

How do we measure results?

We measure results in several ways and in partnership with our clients. We often use pre-course and post-course assessments and evaluate using Kirkpatrick's levels: reaction to the training and coaching, measurement of the learning, measurement of behavior change back on the job, and the impact on the business environment. Our focus is on linking leadership behaviors to bottom-line results.

“ Ken and Debra helped unify our plant engineering team. Through a teambuilding workshop, 360° assessments, and leadership and peer coaching, our team is leveraging on its diversity and managing greater business demands. ”

- Myra O'Donoghue,
Director of Engineering Services, Firmenich, Inc.



Clients We Have Partnered With

Johnson & Johnson, MetLife, UBS Wealth Management,
Bayer Healthcare, Geller & Company, Spectra Laboratories,
Pfizer, Firmenich, Inc., Innovation Interactive,
Amerada Hess Corporation, Wyeth, CIBC World Markets,

 Building Leadership Bench Strength
Leadership Momentum Group

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