

## How valuable is IQ without EQ?

Great strategy, killer marketing, class leading technology and solid financing may define companies with a high IQ, but a high IQ by itself is not enough to assure maximum or even any returns to stakeholders. Companies with a low EQ, companies where political infighting is rampant, where inter and intra departmental communications are adversarial or confused, where morale is low, productivity lower and voluntary turnover off the chart, often fail in spite of their comfortable offices, brilliant strategy, technology, marketing and financial systems & controls.

Leadership effectiveness, executive coaching, career and succession planning, team building, training, change management and retention strategy are just some of the critical components of comprehensive talent development initiatives that address a company's low EQ and help optimize stakeholder returns. In fact, a Harvard study of companies in the S&P found that organizations that invest in talent development outperform their peers by up to 35%.

Leathers Milligan has been helping companies optimize their EQ for nearly two decades. Whether it is improving the effectiveness of the leadership team, helping leaders overcome personal traits that drive down morale and productivity, improving team communication and performance, or identifying and launching career programs for the high potentials, we have the ability and resources that will ensure your company's future leaders have the guidance to identify these areas of need. Simultaneously, we feel it is important to continue identifying those individuals with the key "know how", and implementing retention strategies that succeed in keeping them a part of the organization.

Leathers Milligan has the talent and experience to help companies develop the EQ to match their IQ and, outperform the competition to achieve the results that the stakeholders expect.

To arrange a complimentary initial consultation, please call us at 602.274.0711 or toll free at 888.274.0711 or, for more information about Leathers Milligan's talent development initiatives and other talent management solutions, visit us on the web at [www.leathersmilligan.com](http://www.leathersmilligan.com).

About Leathers Milligan & Associates, LLC: Leathers Milligan & Associates, LLC is a total Talent Management Solutions consulting company headquartered in Phoenix, Arizona. Since its founding in 1995, Leathers Milligan has become an industry leader providing Talent Management Solutions from five main practice areas: Talent Development, where services include assessments, team building, training, change management, retention strategy, career development, leadership development and succession planning; Executive Coaching, both developmental and interventional; Talent Acquisition, which includes retained executive search, pre-hire and promotional assessment and spousal assistance; Career Transition consulting and services addressing workforce analysis and transition as well as outplacement, and Consulting Services with specializations in human capital, strategic planning, mergers and acquisitions and closely held and family businesses.