



INDIVIDUAL & TEAM

Leadership Development



NuBrickPartners.com
+1 800-960-9245

Executive Team PERFORMANCE

The high-performance team is the last competitive advantage that organizations have. It is truly the “X factor.” And if that team is at the top of the organization, it’s even better. When an executive team is performing at optimal levels, it cascades throughout the rest of the organization.

Teams often find themselves in a fluid state of change, as new team members join (from outside, internal promotion, or organizational change) and leave the team (retirement, resignation, termination, transfer, unexpected loss, etc.). The cultural personality of teams reflects the relational dynamics and values of individuals who comprise the team, so it stands to reason that these continually evolving team compositions significantly impact the performance of the team.

Where these executives are on their pathway to enterprise leadership when they join the team matters as well. Are they transitioning from a subject matter expert or a high-performing individual contributor to the leadership team? Have they joined the team from another company with its own organizational culture, values, and characteristics? Have they been on the team but are moving into a new role, with familiarity but different communication patterns and reporting relationships?

Too often, the development plan for an enterprise leader is three words, “figure it out.” NuBrick Partners works with these enterprise leaders and their teams to better understand where they are in their individual progression, build connectedness to one another, and raise awareness of what these team members can address together to become a high-performing team. It is high-performing teams that are better equipped to execute organizational changes, successfully integrate following a merger or acquisition and overcome market challenges. They will find that they are better able to retain and attract top employees along the way.



What are the hallmarks of a top-performing executive team?

Purpose. Team members are aligned around a shared vision or direction.

Awareness. The hallmark of a highly effective team is that the team knows individual strengths around the table and leverages them at every opportunity. The team also understands its weaknesses or blind spots, and this mutual understanding enables healthy, collaborative partnerships to form. The strength of this team truly is greater than the sum of the parts.

Trust. Creating an open, psychologically safe environment for people to take risks, ask for help, and collaborate with others generates trust. Trusting relationships enable team members to effectively address conflict, exchange feedback, and work together to achieve the vision. There is an interdependence that is unmistakable. Trust breeds a confidence that team members have each other's backs and can be counted on.

Clarity. When team members know their roles and responsibilities, it results in clear agreement and accountability to effectively execute the vision. . They share a common language and are comfortable making commitments with each other to advance the team's purpose.

Why Individual and Team **DEVELOPMENT MATTERS**

- Faster and better decision-making
- Fewer miscommunications and misunderstandings – less drama
- Better alignment around vision, process, and leadership
- Stronger unity impacting the team brand internally and externally
- Increased accountability and trust

Approach to **LEADERSHIP DEVELOPMENT**

Executive: Provide feedback and develop leaders through one-on-one coaching to increase leadership impact.

Team: Surface key issues, barriers, and interpersonal conflicts that may impact effectiveness; increase trust, decision-making capacity and robust debate.

Enterprise: Equip leaders with best practices of a high-performance team and understand what it means to lead a major function within the broader organization, both individually and collectively. Enterprise Leaders own the mission, articulate the vision, model the culture, build talent, and see across the entire organization.

Assessment

Individual Performance

Skill Mastery

Team Performance

CLIENT LIST



ABOUT NuBrick Partners

Talent needs are not simply episodic or transactional. Organizational success relies on building a strong bench of talent and supporting the entire talent lifecycle. At NuBrick Partners, our clients appreciate the value we add to their vision and the tangible tools we provide for their talent as they develop, retain, and deploy their leadership teams.

Our integrated, systemic approach to leadership development focuses on creating high-performing enterprise leaders and accelerating executive team performance through:

- Organizational Structure
- Leadership
- Transition and Change Management
- Succession Planning and Management
- Executive and Board
- Culture Development
- Physician Leadership Development

NuBrick Partners TEAM



Makeda Brown
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Gay Burns
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Michelle Callahan, PhD
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Marvin Chambers
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Michelle Downey, PsyD
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Cliff Eason
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Sarah Carr Evans, PhD
[Read bio](#)



Jaimie Falzarano
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Lee Fetter
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Andy Hartman, PsyD
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Veronica S. Harvey, PhD
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Marsha King, PhD
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Clarissa Peterson
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Karen Watson
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Karen Weiner, MD
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Cynthia Whitfield-Story
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Sherrie Barch
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Dave Appino
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Jaclyn Eiler
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Joe Mazzenga
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ABOUT MPI

Three interconnected companies comprise Management Partners, Inc (MPI). Together, our organizations provide solutions and support for all aspects of executive talent management including executive search, senior leadership development, and executive team performance. With a combined team of nearly 70 employees, we have conducted more than 4,000 engagements.

THE COMPANIES



NuBrick Partners – Leadership Development & Talent Management

NuBrick Partners is a leadership development firm with a team comprised of highly trained psychologists and organizational development experts who provide an integrated, systemic approach to talent management. Their support encompasses the board and C-Suite in senior leadership team development, succession planning, executive selection assessment, and new leader installation across all industries as well as executive physician leadership within the healthcare industry. Visit NuBrickPartners.com to learn more.



Furst Group – Retained Executive Search - Healthcare

Furst Group is a premier executive search firm that focuses in healthcare and life sciences. With more than 40 years of experience, we partner with leaders and organizations from all facets of healthcare—payor, provider, medical device and other life science companies, academic medical centers, medical groups, associations, and more. Our experience in evaluating talent, leadership, and culture helps companies align their organizations to execute their strategic initiatives. Furst Group continues to be ranked among the Top 10 Healthcare Executive Search Firms by *Modern Healthcare* and ranked on *Forbes* list of Best Executive Recruiting Firms. Visit FurstGroup.com to learn more.



Salveson Stetson Group – Retained Executive Search

Salveson Stetson Group (SSG) brings more than 25 years of retained executive search experience in a multitude of industries. SSG has an outstanding track record of recruiting strong leaders with a special focus on human resources, finance, non-profit, pharmaceutical, and biotechnology. Ranked by *Forbes* as a Best Executive Recruiting Firm, SSG has conducted searches for organizations that range from privately held and not-for-profit to publicly traded and venture-backed startups in all industries. Visit SSGsearch.com to learn more.

BY THE NUMBERS

70%

Client Retention Rate

65+

Team Members



4k

Engagements



40+

Years of Experience



11

Support Locations

