

Best Practice

Service: Consulting, Training, Assessments

Solution Suite: Professional Development and Business Development

Best Practice: AMS Leadership Attribute Index

Overview

AMS deploys leadership solutions based on customized industry and experiential best practice. Our holistic approach to creating business solutions will render high value ROI, continuity and embedded value.

AMS consultants are executive level practitioners with 20-30 years of leadership and management experience. They are published authors, thought leaders and regular contributors to the "management" trade.



AMS has serviced clients worldwide in the Leadership, Globalization, and Management Development space providing customized blended solutions to help human capital meet the goals of their organization. At AMS we understand that Leadership, Globalization, and Management Development is more than preparing individuals to be contributing supervisors. AMS consulting and training programs focus on leadership, mentorship and the general ability to produce high performance skill sets.

Our solutions are blended and can be set against any industry, competency group or vertical. We have worked to build programs for clients worldwide.

Additionally, AMS can help you build the infrastructure necessary to support high performance managers. This may entail evaluation of communication protocols, process and technology. Leadership and supervisory skill sets hold the bookends for Management Development and our programs focus on all aspects of the collateral variables.

AMS can customize any best practice training or assessment to fit your organizational needs.

Value Statement:

- We will be thoughtful of others' situations and ancillary variables before making statements in any context. We will also be thoughtful of the internal/external impact of our statements as they relate to all circumstances. We will always consider how our actions and statements will impact the recipient of the message and will never deliver a communication that will result in dissention.
- We will be respectful of our surroundings, others' feelings and needs. We will at all times represent ourselves as stewards and show an open willingness to understand and help one another.
- We will be considerate towards circumstances and individuals with which we interact. Our interactions should be driven with empathy and collaborative intention. We will at all times show consideration toward each other's efforts and focus on building the bond that is required to create a trusting environment.
- We will be contemplative prior to expressing our opinions as they relate to each other. We will promote this behavior by embracing the skills to listen and respond in a productive manner. We will exercise this value by considering the circumstance in which items are raised and the environment in which they will be received.
- We will be conscientious in all physical and intellectual endeavors. We will recognize how our appearance, choice of words, tone and body expression impact others around us. We will strive to create a caring and welcoming feeling to all, at all times, in all situations. We will be conscientious in all situations that our presence can impact perception and reputation.

Definitions:

Leadership – The art of motivating a group of people to act towards achieving a common goal.

Behaviors

Self-Awareness – Being mindful or conscious of yourself.

Integrity – Personal honesty and independence.

Mentoring – A person is looked upon for wise advice and guidance.

Empathy – Identification with and understanding of thoughts or feelings of another.

Humility – The quality or state of being humble.

Gratitude – The state of being appreciative.

Competencies

Business Acumen

- The ability to understand the full spectrum of the organization's strategic capacity, operational standards and tactical initiatives in a macro perspective
- The ability to know your place in the business as it relates to making competent decisions around your job functions, with an enterprise viewpoint from an upstream/downstream perspective including all partner and customer impact points

Inclusion/Diversity

- The ability to accept diversity and include all forms of diversity within the organization
- Offering a fair and unbiased collaboration between all contributors, including across national cultures and out of the country

Interpersonal

- The ability to interact between business units and personnel while maintaining the highest level of quality interactions through global talent acquisition and growth

Communication

- The ability to communicate up/down in the organization leading to collaboration and results driven outcomes
- Leveraging the ability to influence without power and to negotiate toward collaborative results

Decision Making

- The ability to provide deductive reasoning that leads to goal driven decisions, while embracing all global team resources and cross functional teams

Innovation

- The ability to create and generate realistic and forward thinking results for new business development, employee growth and market penetration