

# Innovative Solutions. Impactful Results.

TLD Group ignites leaders, teams, and organizations to align their passion and purpose to transform the health ecosystem. We work with the most influential players in the industry - providers, payers, health systems, pharmaceutical companies, policymakers, health-adjacents, and those looking to disrupt.





# Who is TLD Group?

## OUR MISSION

We develop leaders and teams to execute transformational strategies through our customized and innovative talent development solutions.

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## OUR VISION

To create a more interconnected and equitable health ecosystem by developing leaders who are collaborative change agents.

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## OUR VALUES

We focus on making an IMPACT through long-term client partnerships.

**I**NNOVATION

**M**INDFULNESS

**P**ASSION

**A**GILITY

**C**URIOSITY

**T**EAMWORK



# Tailored Solutions

We create leaders who are collaborative change agents capable of executing on mission-critical organizational strategies. Our dedicated client solutions team, former health ecosystem leaders with a depth of expertise in leadership development, understand your strategic challenges. We know radical change is needed to create a better future for healthcare, and it starts with transformative leadership.

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"By using psychometric tools for finalist evaluations, we have gained key insights into leadership strengths, cultural fit, and potential risks. Once onboarded, executive coaching and leadership development plans provided new leaders with a clear roadmap for growth and success."

CHIEF HUMAN RESOURCES OFFICER,  
UNIVERSITY OF MASSACHUSETTS MEDICAL CENTER

# Assessments

TLD Group's assessments provide objective, **data-driven insights** into individual strengths, gaps, and **leadership potential**. These insights support critical talent decisions across hiring, promotion, and development, helping organizations confidently align their **leadership pipeline with future needs**.

Our customizable, evidence-based assessments offer a comprehensive view of leadership capabilities, behavioral traits, and alignment with organizational strategy and culture. Whether used for selection or development, our approach integrates psychological science with real-world leadership demands to ensure fair, informed, and **impactful decisions**.

The result: **stronger leaders**, smarter hires, and a more resilient, **future-ready organization**.

## Assessments ROI

Leveraging data-driven assessments enhances hiring decisions, leadership effectiveness, and long-term organizational success. Research supports:

4.2x

More likely to hire high-performing employees when using assessments for selection

46%

Reduction in new hire failure within 18 months when assessments are integrated into selection

25%

Lower turnover rates in organizations that utilize psychometric assessments for selection decisions and leadership development





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# Executive Coaching

Our coaching, grounded in **best practice methodologies** and tailored to the specific needs of both the client and the organization, is conducted within the context of the leader's **current responsibilities**, **future aspirations**, and the organization's **strategic goals** and **cultural norms**. With a depth of expertise coaching leaders across the health ecosystem, our coaches truly understand the **unique challenges** facing senior executives and clinical/R&D leaders.

We offer a variety of **coaching solutions** including new leader assimilation, 1:1 executive coaching, team coaching, group coaching, and C-suite advisory services.

“I have worked with TLD Group for many years supporting executive coaching engagements and onboarding programs for leaders. Their coaching cadre is exceptional, and their client relationship team takes the time and effort to identify coaches that meet the business need of our senior leaders.”

HEAD OF GLOBAL TALENT,  
SANOFI PHARMACEUTICALS

## Executive Coaching ROI

Coaching can impact both tangible and intangible business outcomes, such as improved teamwork, greater organizational commitment, and higher productivity. Research supports:

5.7x

ROI for organizations that invest in coaching for their high potentials as a retention strategy

77%

of employees who participate in formal coaching programs meet their performance milestone

88%

of employees are retained, within the first 6 months of employment, when executive coaching is offered as they onboard





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"The team development program led by TLD Group far exceeded our expectations. The program was specifically tailored to the teams' needs, was very interactive, and resulted in tangible next steps in order to foster future team-building efforts."

CHIEF OPERATING OFFICER,  
NEWYORK-PRESBYTERIAN HEALTHCARE SYSTEM

# Senior Team Development

Our **customized team development programs** align **individual and collective goals**, fostering **collaboration within and across senior teams**, including those operating in **complex matrix environments**. Through a blend of **individual and team assessments**, **individual and group coaching**, and **interactive learning**, we develop the **behaviors that lead to peak performance**, ensuring **high performance across all levels** of the organization.

TLD Group's **Senior Team Development programs** equip leadership teams with the **strategies and tools** needed to **enhance collaboration**, **drive strategic goals**, and **achieve sustained organizational success**.

## Senior Team Development ROI

By integrating TLD Group's Senior Team Development services, organizations can expect significant improvements in leadership effectiveness, team cohesion, and overall financial performance. Research supports:

25%

Increase in productivity, leading to higher efficiency and output, for companies who invest in team development

30%

Increase in employee engagement scores, reducing voluntary turnover, for companies who invest in team development.

40%

Faster decision making, improving agility and responsiveness to market changes, for organizations that invest in team development





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# Succession Services

We help clients **establish a clear and objective succession process** to **identify and prepare the right leaders** for **high-impact roles**. Our services include **defining leadership expectations, conducting thorough assessments** of potential successors, **crafting development plans** with **personalized coaching**, and providing an **unbiased perspective on candidate selection**.

TLD Group's **Succession Services** are designed to:

- **Identify, develop, and retain top talent** for **leadership continuity**
- **Align succession planning** with **business strategy** and **leadership competencies**
- Utilize **data-driven insights** and **leadership assessments** to evaluate **readiness**
- Support leaders with **tailored development plans** to **accelerate growth**
- Ensure a **seamless transition for key roles**, reducing **organizational risk**

## Succession Services ROI

By partnering with TLD Group, organizations can establish a clear and objective succession process, ensuring the right leaders are prepared for high-impact roles which drives long-term success. Research supports:

**\$1M**

savings per senior leader promoted to open roles rather than bringing in an external candidate based on lower recruiting fees, faster ramp-up, and retained institutional knowledge

**50%**

Reduction in the time required to fill critical leadership roles for organizations that have a robust succession plan

**30%**

Increase in retention of high potential employees for organizations who utilize succession processes, such as identification and development of high potentials

"TLD Group's approach to succession which customized a CEO role profile and selection criteria enabled us to choose our new CEO wisely. As a result, our new executive team has 'sparkle,' we engage in healthy conflict, work hard, and do so with appreciation of the others on the team."

CHIEF OPERATIONS OFFICER,  
LIFESOURCE





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"TLD Group's customized Academy provided a fast-paced, executive-level development forum which guided our leaders through key management and leadership principles. The lessons helped strengthen dyads and triads into high-performing teams. I am thankful to have had the opportunity to participate in such a great program and will continue to apply the skills and concepts acquired during our Academy."

**PRESIDENT,**  
NORTHEAST GEORGIA HEALTH SYSTEM

# Leadership Academies

Our **customized academies** are designed to build the **required capabilities of specific leadership cohorts**. Graduates become leaders who can **inspire trust and engagement, define a clear and compelling purpose**, and **unleash the talents and energy of their teams**.

Our **Leadership Academies** are **customized cohort based leadership development programs** that employ a **multi-faceted development philosophy** of **interactive classroom training, individual assessment and coaching**, and **on-the-job action learning projects**. Academies are designed for **specific leadership cohorts** including **executive leaders, emerging leaders, physician leaders** and **board members**, to name a few.

## Leadership Academies ROI

In-house leadership programs have been shown to reduce organizational and travel costs, enhance culture building, reinforce learned information, and foster more meaningful personal connections. Research supports:

**40%**

Increase in internal promotions, reducing the need for external hires, for companies that invest in cohort based in-house leadership academies

**30%**

Increase in retention of participants who attend leadership academies versus those that do not

**20%**

Improvement in engagement, innovation, and strategic execution in companies that offer leadership academies through reducing siloed decision-making, and inconsistent leadership capabilities





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# Leadership Workshops

Whether you are planning a **keynote address**, a **one-day leadership development seminar**, a **multi-day board retreat**, or a **learning workshop** for your organization, our **faculty of highly credentialed keynote speakers, academicians, and OD consultants** deliver **thought-provoking content** to **engage participants**, **create interactive dialogue**, and **build shared learnings**.

**Leadership Workshops** are designed and delivered by our **esteemed faculty of academicians, leading healthcare executives, and motivational speakers**, expertly delivering **leading insights** and **cutting-edge interactive learning sessions**.

"I learned much from TLD Group's very talented panel of speakers, which included nationally renowned authors, professors, and thought leaders like Carrie Kish, PhD, Dave Logan, PhD, Drew Lawson, MD, Steve Beeson, MD, and Amy Edmondson, Ph.D. "

**DIVISIONAL LEARNING OFFICER,**  
COMMONSPIRIT HEALTH

## Leadership Workshops ROI

Investing in leadership workshops, including keynote addresses and seminars, can significantly enhance organizational performance and profitability. Research supports:

**40%**

Faster decision making due to improved problem solving and strategic thinking skills

**20%**

Increase in engagement scores for companies who invest in leadership workshops

**35%**

Improvement in leadership effectiveness, boosting team productivity and collaboration