



# ROB KAISER

President

**Assessing, selecting, and developing leaders who build better cultures and get better results since 1997**

## Industries and Sectors

*High tech | Financial services | Private equity | Life sciences | Pharma | Entertainment | Professional services | Consumer products | Manufacturing*

## Career

*2011-Present, Kaiser Leadership Solutions, Founder and President*

Assessing, selecting, and developing leaders with the versatility required to build a winning culture and deliver outstanding business results

*1998-2011, Kaplan DeVries, Inc., Partner*

Pioneered deep-dive, inside-out coaching and development for C-suite executives and innovations in the assessment of their leadership

*1997-1998, Center for Creative Leadership, Research Scientist*

Participated in ground-breaking research that led to the understanding of versatility as a key - and overlooked - ingredient in effective leadership

## Creator

Suite of cool tools for leadership assessment and development including the patented *Leadership Versatility Index 360*, *Integrated Personality Summary*, and *Progress Report* measure of behavior change and impact

## Books

*Fear Your Strengths, 2013*

*The Perils of Accentuating the Positive, 2009*

*The Versatile Leader, 2006*

*Filling the Leadership Pipeline, 2005*

*Executive Selection, 1998*

## Featured Articles

[It Takes Versatility to Lead in a Volatile World](#)

[The Best Leaders are Versatile](#)

[Stop Overdoing Your Strengths](#)

[The Surprising Reason Women Aren't on Top](#)

Better leadership is a competitive advantage, and there is no one-size-fits-all process that will create that advantage. Starting with our proven, research-based approach and your knowledge of your organization, we co-create and co-design tailored solutions to assess, identify, select, and develop the leaders who will build a winning culture that achieves sustainable, superior results for your organization.

## Individual Executive Coaching

In one-on-one engagements, our world-class coaches guide individual executives through a development process designed to make them more effective in your organization now and to develop the capabilities needed for larger roles. We also believe development works best as a team sport and so we involve the executive's stakeholders in that process. And we track their development to make sure they're meeting their goals with innovative assessments of behavior change and impact.

## Leadership Development Programs

You identify the people who have demonstrated the potential to be your next leaders, we design a robust shared development experience grounded in your organization's context and pressing needs. Pulling from our global network, we curate a cadre of high-level coaches and facilitators who have experience working with executives at levels higher than the participants.

## Pre-hire Assessment

We offer a full scope of leadership selection services, from expert interpretation of a candidate's Hogan personality profile to a robust process that digs deep into the candidate's background, capabilities, and character to inform your decision with accurate, relevant facts and expert analysis.

## Strategic Talent Management

Working with your CEO and CHRO, we develop a talent strategy that builds and enhances your leadership culture to ensure that your next generation of leaders will deliver the advantage that keeps your organization on top of the competition.

## Develop Internal Capabilities

Transferring our expertise to your organization, we assist in creating centers of excellence for coaching and development, identifying high potential talent, and assessing executives for leadership succession.