# Capable leaders. Dependable results.

## Thunderbird strengthens how your leadership team decides, aligns, and follows through, so performance does not depend on a few people.

Decisions wait on a few executives. Accountability varies. Communication breaks down, and priorities lose momentum before they become results.

### WHAT WE STRENGTHEN

**Strategic execution**
Clearer priorities, stronger alignment, and dependable follow-through.

**Organizational reliability**
Clearer responsibilities, communication, and coordinated execution.

**Sustainable performance**
Practices that hold as leaders, priorities, and conditions change.

**Leadership team effectiveness**
Better collaboration, decision-making, conflict navigation, and accountability.

**Leadership capacity and continuity**
Sound judgment, future-leader development, succession readiness, and shared responsibility.

### WHERE WE WORK

Healthcare, including rural hospitals and FQHCs; nonprofits; higher education; and public-sector organizations.

### A PRACTICAL PARTNERSHIP, NOT A PRESCRIBED PROGRAM

**The goal is not simply to develop individual leaders. It is to strengthen how the organization works.**

For more than 20 years, Thunderbird has worked alongside leaders in complex organizations. We begin with your strengths, priorities, and operating realities. Evidence shapes the focus and may inform organizational assessment, executive teaming, context-based coaching, leadership development, succession planning, and strategic planning.

### EVIDENCE OF PROGRESS

LEADERSHIP CAPABILITY

**92%**

of 50 respondents across seven historical assessments rated Thunderbird coaching as having a moderate or high impact on their ability to manage conflict.

Participant-reported coaching impact

ORGANIZATIONAL IMPACT

**Stronger executive capacity beyond the CEO**

At Southwest Health System, the CEO described becoming able to rely on other executives to represent the organization without needing to be personally present everywhere.

**Joe Theine** · Chief Executive Officer
Southwest Health System · Client-reported outcome

**Start with a confidential executive conversation.**

Discuss the challenges affecting performance, what you want to strengthen, and whether Thunderbird is the right partner.

**Schedule a Conversation**