



Says

What have we heard them say?
What can we imagine them saying?



Thinks

What are their wants, needs, hopes, and dreams?
What other thoughts might influence their behavior?



Feels

What are their fears, frustrations, and anxieties?
What other feelings might influence their behavior?



Does

What behavior have we observed?
What can we imagine them doing?

 [See an example](#)



To offer leadership on an interim or short term

To offer high level assistance on projects, programs, staffing or strategic issues

To drive delivery of your development program and goals

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To deliver their development program and ambitions.

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Basis to help offer strategic and practical help, as required

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