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COMPANY OVERVIEW

Turas Leadership Consulting, Inc. provides leadership development, team building, organizational consulting and executive coaching services that generate measurable impact, resulting in deeper engagement and increased productivity. Through our Leader-First Transformation® model – a research-backed approach to organizational transformation that develops the inner capacities leaders need to catalyze lasting change – we help leaders achieve clarity, improve collaboration and trust across teams, and create healthier, more resilient organizational cultures.

LEADER-FIRST TRANSFORMATION®

Leader-First Transformation® (LFT) is a proprietary approach to leadership development and organizational transformation that recognizes a foundational truth: *leaders create the conditions for change*. When leaders don't have the capacity to model the behaviors that transformation demands, change won't take root in the organization. This is one of the biggest reasons why most transformation initiatives fail.

Organizations that adopt Leader-First Transformation® experience a fundamental shift in how leaders and employees think and act, which makes lasting change possible. The LFT model serves as the behavior change foundation on which a successful change initiative can be built and sustained. Each of the capacities outlined below are developed through evidence-based practices, educational resources, proprietary reflection exercises and personalized 1:1 coaching.

These are the six core capacities at the heart of Leader-First Transformation®:

1. **Cultivate Self-Awareness** - Expand understanding of how our thoughts, emotions, and behaviors impact others. Self-aware leaders lead with presence instead of self-protection, creating trust and authenticity within their teams. This capacity allows leaders to respond thoughtfully rather than react impulsively.
2. **Embrace Paradox** - Learn to hold competing perspectives without collapsing into black-and-white thinking. Leaders who embrace paradox can navigate uncertainty, balance competing priorities, and find creative solutions that others might overlook. This mindset fosters resilience and adaptability.
3. **Model Curiosity** - Prioritize learning and exploration over rigid certainty. By demonstrating curiosity, even when it feels uncomfortable, leaders invite new ideas and perspectives. This openness strengthens team engagement and drives innovation.
4. **Create Agility** - Use guiding principles to make decisions quickly and confidently. Clarity in purpose, priorities, and expectations empowers teams to act decisively while staying aligned with organizational goals. Agile leaders provide direction without over-controlling.
5. **Encourage Experimentation** - Support intelligent risk-taking by building a safety net for experimentation. Encouraging experimentation allows teams to test new approaches, learn from failures, and adapt faster. Leaders who foster this environment create a culture of continuous improvement.
6. **Systems Thinking** - See the bigger picture and understand interdependencies across the organization. Systems thinking helps leaders identify patterns, anticipate consequences, and connect actions to outcomes. Breaking down silos improves collaboration and drives sustainable results.

For more information on how your organization can leverage the Leader-First Transformation model to increase profitability, innovation, employee engagement and organizational resilience, please contact Emily Scherberth at emily@turasleadership.com.