

Leadership development from campus to partner

Grant Thornton LEADS

Attracting and developing leaders

At Grant Thornton LLP, we are committed to attracting and developing outstanding people. Our partners and employees drive and sustain our growth. They ensure we meet the professional excellence standards expected by our clients and stakeholders.

They position the firm as a thought leader in business today. An innovative learning and leadership development initiative, called LEADS, embodies our commitment to our people. LEADS drives the development of Grant Thornton leaders who:

- Live** our global vision and values
- Excel** in client service and technical expertise
- Actively** deliver the Grant Thornton Experience
- Develop** our people
- Support** continuous leadership development

The five elements of LEADS serve as a catalyst for the development of Grant Thornton's leaders. Through the LEADS initiative, Grant Thornton University (GTU) delivers leadership development programs at nationally sponsored conferences and promotes leadership skill development at local office learning sessions. Web-based leadership development courses and other online performance and learning resources reinforce these programs.



LEADS supports your career aspirations

Leadership development

Leadership development “from campus to partner” is the firm’s approach for delivering learning and leadership development programs aimed at key transition points in the careers of our employees and partners. Integrated technical and leadership development programs ensure that each partner and employee has the tools and resources to deliver outstanding client service.

Among the most visible nationally-sponsored LEADS programs are two development programs for high performing Grant Thornton partners and senior managers. The Partner Leadership Program and the Senior Manager Development Program focus on developing business leaders.

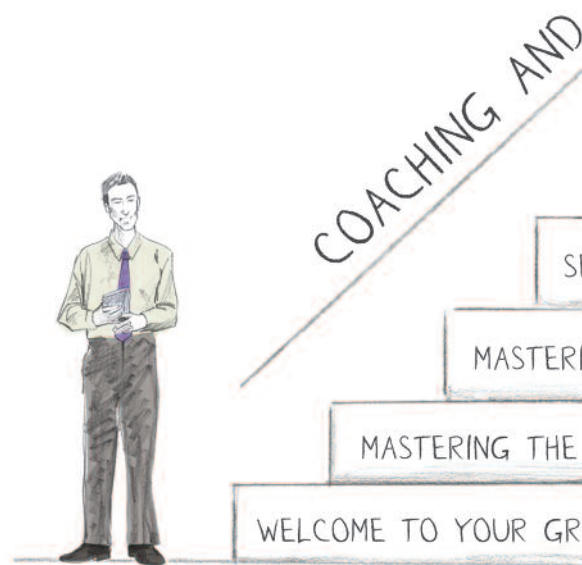
Other high-impact LEADS programs delivered through Grant Thornton University at key transition points include Mastering the First Year, Mastering the Associate Role, Senior Development, Bridges for Experienced Hires, New Manager Development, Specialized Academies in Assurance and Tax, and Industry and Service Line Conferences. LEADS also includes a commitment to the development of leaders at the local office level.

LEADS is an important and strategic initiative that enables our people to grow and demonstrate professional excellence. This initiative ensures that we deliver the Grant Thornton Experience for our people and our clients — both now and in the future.

Delivering the Grant Thornton Experience

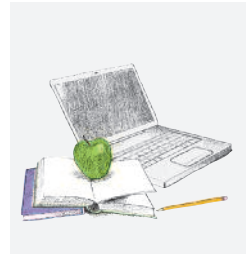
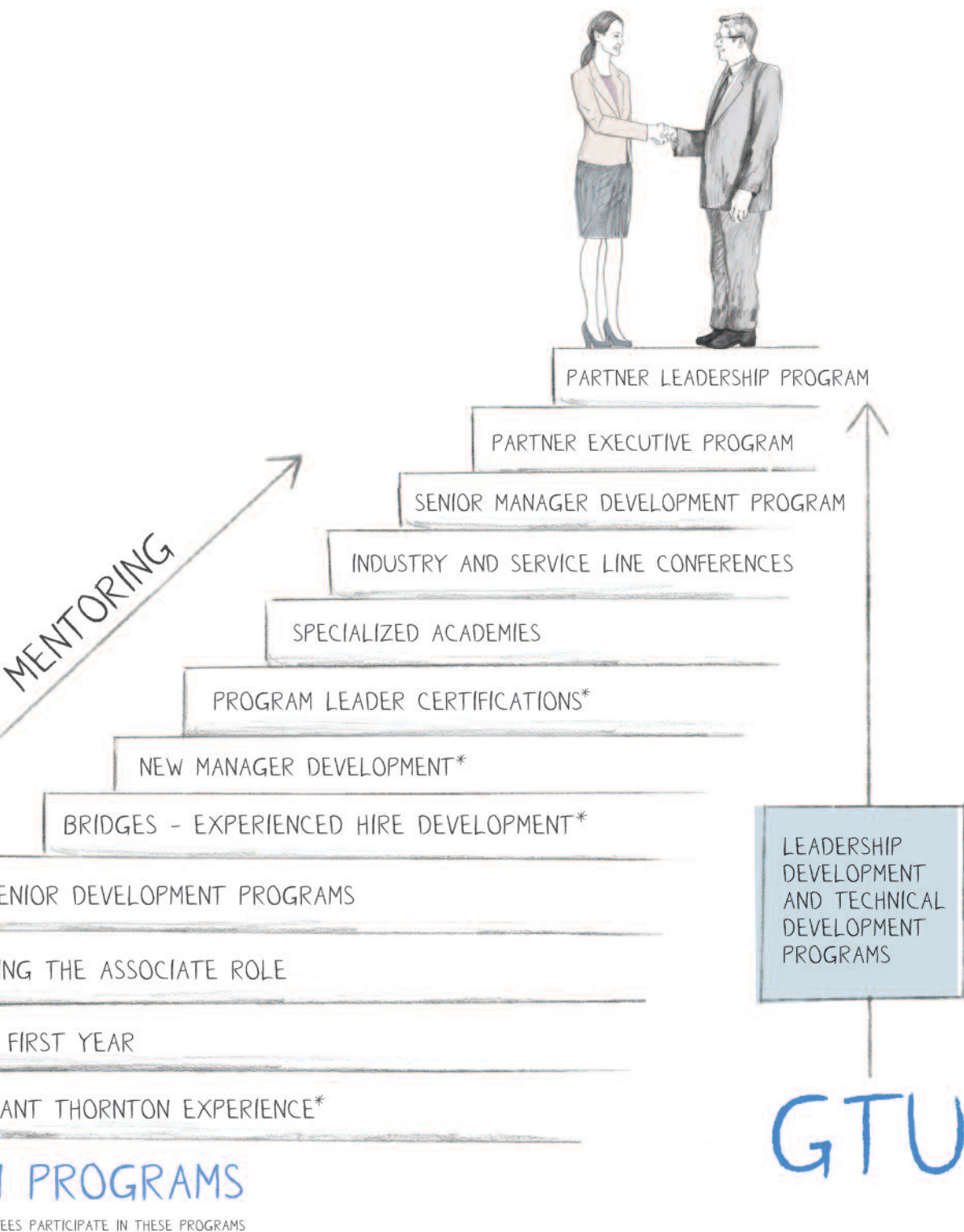
The firm strives to deliver the The Grant Thornton Experience for our People by offering meaningful and challenging work, providing career development to support professional growth, recognizing our people’s achievements, creating an environment where our people feel connected and appreciated and fostering a culture of pride by enhancing our reputation in the marketplace. Continuous learning and leadership development support our firm’s global values — collaboration, leadership, excellence, agility, respect, and responsibility.

Our partners and employees have exposure to world class content and thought leadership through multiple learning channels and methods. This includes coaching and mentoring, relationship-based and experience-based learning, and formal learning at national conferences, local offices and on the web.

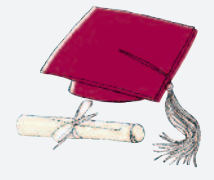


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LEADS course offerings
 Consult with your Local Office Human Resource representative for more information on locally offered LEADS courses.



Grant Thornton University
 Grant Thornton University facilitates learning opportunities for employees and partners by providing face-to face learning events, web-based courses, live and archived webcasts and other learning resources that allow everyone in the firm to develop their leadership competencies.

PROGRAMS
 ALL EMPLOYEES PARTICIPATE IN THESE PROGRAMS

Support for LEADS



“We feel LEADS is critical in our efforts to **attract, retain and motivate** the best, most qualified people, as they take advantage of future development and growth opportunities to **advance their careers.**”

Ed Nusbaum
Chief Executive Officer
Grant Thornton LLP

Grant Thornton global values

Our values serve as the foundation for each step we take toward executing our firm strategy and achieving our vision. These values underpin our global strategy, support our vision and represent our beliefs. They guide our decision making and help us ensure that our people take correct and appropriate actions in all they do.

To achieve Grant Thornton’s vision, we capitalize on our strengths by embracing the following values:

- Unite through global **collaboration**
- Demonstrate **leadership** in all we do
- Promote a consistent culture of **excellence**
- Act with **agility**
- Ensure deep **respect** for people
- Take **responsibility** for our actions

Contact information

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