

A CEO who develops CEOs...

In a business world full of consultants and coaches, Mel has a powerful, but simple expertise: he develops CEOs. Starting with a foundation of personal integrity, Mel focuses on three inter-related spheres necessary for CEO development:

- 1. Developing the CEO: Talents and capacities, mindset, goals, discipline**
- 2. Developing the Team: Intellectual hunger, discover blind spots, strategic alignment, deep relationships**
- 3. Developing the Organization: Marketplace presence, rich culture, performance systems, legacy**

Unlike traditional management development programs, Mel's work focuses entirely on CEO development - primarily for:

- Business owners and current CEOs who need a transition strategy and plan
- Newly selected CEOs
- Designated CEOs "in waiting"
- Second-in-command executives with CEO potential

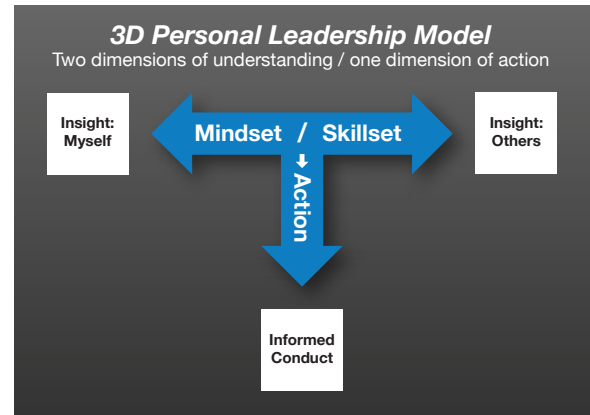
Elements of Mel's CEO Development Program are available as short-term engagements. In addition, Mel is often requested to speak on executive integrity and the importance of character in developing effective leaders. For more information visit www.ExecutiveManagementSystems.com

"Mel has a subtle, yet strategic way to serve as a guiding light, helping me to think through strategic issues, developing a very strong, collaborative environment with me and my team ..."

*Jon Wanzek,
President (Ret.)
Wanzek Construction*



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Mel Nelson

is the President and CEO of Executive Management Systems, a leadership consulting firm based in Fargo, North Dakota.

A former telecommunications and energy company executive, Mel brings 35 years of leadership and organizational development experience – including 10 years as an executive consultant.

Mel is also a noted speaker and author. His books are available on Amazon: *Building Bridges: Today's Decisions – Gateway to your Future* (2012) and *Business Model Innovation: Proven Strategies That Actually Work* (2010) – coauthored with two colleagues in Dublin, Ireland.