

## XLN Peer Advisory Groups vs. other Professional Development Options

	XLN	Industry Specific Conference	Executive Coaching	Week-Long MBA Program	Internal HR
Leadership Development	HIGH	LOW	HIGH	HIGH	HIGH
Communications and Relationship Skills Development	HIGH	LOW	MEDIUM	MEDIUM	HIGH
Consistency (leads to more effective retention/implementation of ideas/learnings)	HIGH	LOW	HIGH	LOW	MEDIUM
Completely confidential environment allowing for Executive to speak 100% freely	HIGH	LOW	HIGH	LOW	MEDIUM
Hourly Cost	MEDIUM	MEDIUM	HIGH	MEDIUM	LOW
Program does NOT significantly disrupt Executive's work schedule	HIGH	LOW	HIGH	LOW	HIGH
Cross Functional Training/Exposure	HIGH	LOW	LOW	HIGH	MEDIUM
Exposure to other industry's best practices	HIGH	LOW	LOW	HIGH	LOW
Executive's level of appreciation to company (improves retention)	HIGH	LOW	HIGH	MEDIUM	HIGH
Trainings/learnings specifically focused on Executive's industry/company	LOW	HIGH	LOW	LOW	HIGH
Industry/Company Specific networking	LOW	HIGH	LOW	LOW	LOW