



### **Leadership Impact Study**

Designed for those being groomed for promotions or succession planning, this intensive study involves interviews with other key people in the organization whose collective input provides a powerful MRI perspective on the target person's strengths and areas in need of improvement. TLT coaching and assessments culminate in an action/accountability plan.

### **Leadership Culture Study**

Designed to provide SMT members with how company is perceived across top 10 variables that define both the nature and quality of company culture. SMT members learn in a non-threatening way how they are perceived within context of what is working and what needs focus for improvements. Culture study retreat with SMT produces action/accountability plan.

### **Customized Data-Driven Leadership / Organizational Development Program**

Improve both operational infrastructure and performance of your top human talent through our customized online data collection. Anonymity provides compelling findings that inspire stimulating discussions and solutions. Stage 1 of action plan implemented during onsite/offsite retreat. Program incorporates pertinent leadership models/concepts/research.

### **Leadership Teambuilding with Myers Briggs (MB): Making Constructive Use of Our Differences**

This program examines the nature of problem solving and decision making processes due to individual differences within your own team. Myers-Briggs measures produce individual and team profiles such that everyone understands how their respective styles influence or even inadvertently annoy others. Improve team and company morale and communication. When consulting package includes 360° feedback, participants see the connection between their MB style and feedback.

### **Leadership: Transactional Analysis/Games People Play (a la carte items for any leadership/organizational package)**

Learn in a lighthearted yet earnest way the subtle behaviors people engage in to get their way, avoid conflict, displace blame, etc. This tool supports features of various assessments and works especially well when feedback processes are included, thereby promoting individual accountability. We create a safe environment such that ownership is clear and easy.

### **Management: Strategic Planning**

We'll help you develop the necessary strategic focus to create or review-and-revise your corporate vision, mission, and value statements. We'll help determine individual, team, and organizational goals that solidify an infrastructure accordingly. We'll help set activity milestones and specific action plans for your employees, departments, and management teams for long-range support. Program success requires active engagement from all team members before, during, and after session.

### **Management Recruitment**

Think you've found the right candidate for an open position? We have certified facilitators to conduct comprehensive interviews and assessments that determine if your candidate fits the open position and corporate culture.

### **Assessments/Online Surveys**

Our library of assessments cover the most popular leadership measures used today. State your goal, and we will customize an assessment program to respond to whatever your human talent questions. Our web-based survey tool is secured and anonymous and allows for pre-determined questions and an open-ended answer format, thereby precluding information slippage. Your results are thus unusually robust and offer the means for a reliable accountability process.

Note. All of our consulting packages are customized and self-awareness based and emotional intelligence focused. Allow us to create a hybrid of any of the above programs, adding components beyond what is delineated in order to fit your specific needs and timeframe. Create a program anywhere from a half day to a full week, from a small team to hundreds of employees.