



## Menu for Individual, Team, and/or Organizational Development Programs and Projects

### **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 and administrative infrastructure and thus the performance of your top human talent through our customized online data collection. Anonymity provides compelling findings that inspire stimulating discussions on identified target areas regarding what's working and not working. Preliminary action/accountability plan created during onsite/offsite retreat. Program also incorporates pertinent leadership models/concepts/research/team exercises.

### **Leadership Teambuilding - Designed to make constructive use of team member differences, thus more cohesive team**

Improve your team and company morale through more mindful communication. This program allows you to safely examine the nature of individual differences on team processes like problem solving/decision making. Myers -Briggs scores offer the backdrop for individual and team profiles culminating in a unique team exercise such that everyone understands how their respective styles influence or even inadvertently annoy others. Coupled with the optional 360° feedback, participants see the connection between their MB type and feedback with greater impetus, motivation, and direction for change.

### **Leadership a la carte items for any leadership/organizational package (examples: Games People Play, False Beliefs, etc.)**

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.

### **Assessments/Online Surveys**

State your goal, and we will customize an assessment program to respond to whatever your human talent and/or corporate questions. We also offer a web-based survey tool that 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.

### **Agile Coaches / Scrum Masters Train the Trainer: We take Emotional Intelligence and Self-Awareness to Root Cause Level**

Project managers need to hit their sweet spot between being task-focused and people-focused; we connect head to heart!

**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.

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