

We improve human interactions and decision making crucial to your business success.

CLIENT NEEDS



APPROACH

We combine extensive experience in organizational development with a deep knowledge of individual motivation and behavior.

By addressing both human and organizational dynamics we foster authenticity that provokes real, sustainable change.



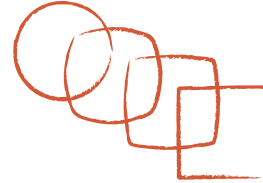
WHAT WE DO

Consulting / Coaching / Training / Facilitation



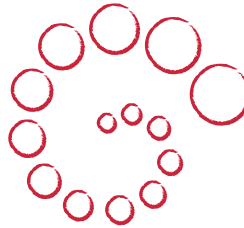
RESOLVE CONFLICT and enable difficult conversations

- Mediation
- Conflict Resolution Skills
- Trust & Authenticity



Help individuals **ADAPT TO CHANGE**

- Getting Unstuck
- The First 100 Days
- Emotional Intelligence
- Dysfunctional Behaviors



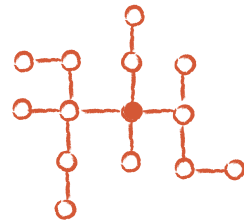
Support **TEAM EFFECTIVENESS** at all stages of a team life cycle

- Changing Team Leader
- Mission, Vision, Values, Measures
- Team Moments of Truth
- Collective Creativity



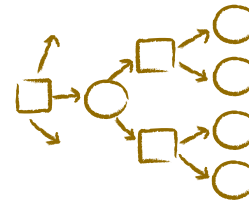
Use **DIVERSITY OF THOUGHT & STYLE** to your advantage

- Work Style Differences
- Diversity of Thought
- Generational Conflict on Teams
- Cross-Cultural Team Challenges



Support effective, **VERSATILE LEADERSHIP**

- Executive Coaching
- People Leadership
- Versatile Leadership
- Leading in Flat Hierarchies



Improve quality of high-stake and **STRATEGIC DECISIONS**

- Clear Decision Dialogue & Roles
- Decision Quality
- Organizational & Analytical Complexity
- Uncertainty & Risk

RESULTS

Greater **TRUST** among team members

Fast **TRANSITIONS** into new roles and responsibilities

Team members able to have difficult conversations and to **RESOLVE CONFLICT**

People feel more alive and **EXCITED** about work

Greater **EFFICIENCY** and less meeting time

Leaders more **SELF-AWARE**

Environment for creativity leads to **INNOVATION**

Increased **VALUE** creation

Team members more **MOTIVATED** and satisfied

Coaching clients **PROMOTED** or transferred to more suitable positions

More **FORESIGHT** in strategic decision-making

Everyone more aware of their individual **IMPACT ON TEAM**

More **COORDINATION** and less duplication of efforts

Less overlap or confusion in roles

CLEAR RULES of engagement for interacting with one another

More balanced **RISK TAKING**