



Business Improvement + Team Development

Business Improvement Workshop - ("bottoms up" high performance)

This 1.5 day workshop focusing on human capital and business performance improvement is ideal for a business or team in need of a turnaround ("How to improve business performance"), or a business that needs to sustain high performance ("How to maintain our performance"). The key to this workshop is involving employees at all levels to identify the current state ("Where are we now?"), the end state ("Where do we need to be?"), and the opportunity areas ("How do we get there?"). The end result is the development of a high performance "Action Plan".

Team Development

Our team development workshop is ideally suited for a team or business settling in post merger, following the appointment of a new leader, helping a team or business improve performance, or as a standalone teambuilding event. The workshop can be customized to include team and / or individual 360 assessments, and will focus on your business or team's current stage of team development, the traits of top performing teams (and dysfunctional teams), and how best to reach top performance (this workshop can be customized as a 2, 4, 6, 8 hour workshop).



Manage Conflict and Improve Relationships

As certified instructors of the **SDI® (Strength Deployment Inventory®)**, we utilize this proven, memorable tool for improving team effectiveness and reducing the costs of conflict. It is the flagship assessment of a suite of tools based on Relationship Awareness — a learning model for effectively and accurately understanding the motive behind behavior. When people recognize the unique motivation of themselves and others, they greatly enhance their ability to communicate more effectively AND handle conflict more productively

Additional Workshops Include:

- * Developing High Performing Individuals
- * Selecting and Hiring High Performing Employees
- * Creating a Balanced Scorecard to Drive Results

"Applying the programs and techniques that Bob Kelleher developed to improve employee engagement produced "results you can see". His presentation skills and the methods he employed, designed to "get people involved", speak to his effectiveness and imagination for creating solutions for the most challenging issues. Two years ago our operations in Brazil suffered from a classic case of employee disengagement. Voluntary turnover was very high (over 30%) and the business just couldn't get "traction". With Bob's guidance and direct involvement in changing the culture of our business environment, we are now achieving results unprecedented in this operations history, with voluntary turnover now in the single digits! Seeing is believing!"

Jim Barbato, Latin America General Manager
AECOM Environment, Rio de Janeiro, Brazil