

# Our Best Clients



- Companies that have recently:
  - Merged in or acquired another company
  - Appointed a new board member, senior leader, or leader of a subsidiary, practice or office
  - Acquired a new, large, strategic client / customer
- Owners and leaders who know that realizing the full potential of these events depends on *not* leaving the following to chance:
  - Forging, strengthening, and saving relationships -- quickly
  - Integrating new employees, leaders, and clients into their organizations and cultures with minimal collateral damage
  - Making communication, teamwork, and productivity a priority up, down, and across the organization
  - Managing conflicts that arise between teams and individuals
- Enterprises with annual revenues in the range of \$15 - \$500 million
- Privately held businesses in any industry
- Individuals with the courage to ask others:
  - "What do you think?"
  - "What can I do better?"

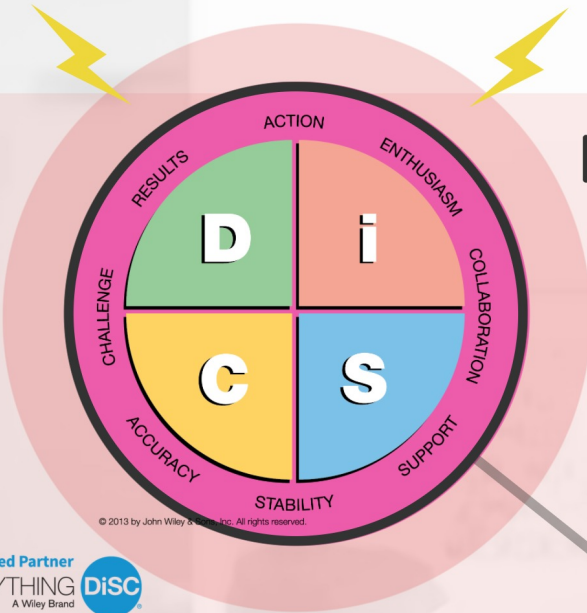


## Fast Facts

1. The failure rate for mergers and acquisitions (M&A) is between 70 percent and 90 percent.
2. 40% - 50% of C-level execs fail, quit, or are pushed out within the first 18 months of starting in their jobs.
3. Lack of communication and transparency is the #1 reason employees leave their jobs.
4. DiSC® is the leading personal assessment tool used by over 1 million people every year.



# Making A Bigger Impact, Sooner Through Increased Self-Awareness

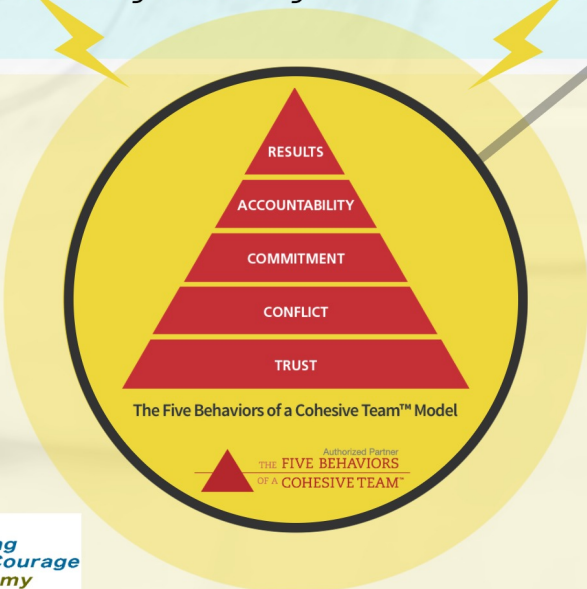
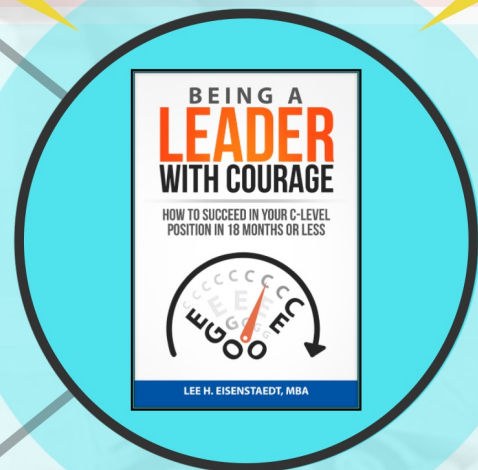


## Everything DiSC®

- The DiSC model provides a common language that more than 1 million people use each year to better understand themselves and adapt their behaviors with others - within a work team, a sales relationship, a leadership position, or other relationships.
- With the MyEverythingDiSC® app / learning portal users can:
  - Access their DiSC profile anytime, with any device
  - Compare their DiSC style with their colleagues and explore similarities and differences
  - Learn more about how their DiSC style impacts workplace relationships and productivity
  - And more!

## Nine Behaviors of Leading With Courage®

- Practical, pragmatic insights, tools and processes that can be put to use immediately by emerging, new and current leaders that will increase the likelihood for their success
- Based on the Amazon best-seller by the Academy's co-founder
- Includes modules on:
  - Culture
  - Asking penetrating questions
  - Listening skills
  - Building a high-performing team
  - Delegation skills
  - Leadership self-assessments
- The *Leading With Courage*® 360 Feedback assessment



## For Making An Even Greater Impact...

- **The Five Behaviors of a Cohesive Team™** is a model and development program based on Patrick Lencioni's NYT's bestselling book "The Five Dysfunctions of a Team", that is powered by DiSC and All Types/MBTI, that guides teams through a journey to improve in five areas that are key to productive team dynamics.
- One-on-one coaching with one of our certified executive coaches to help interpret assessments, address areas of concern, work on a personal action plan, etc.
- Post-workshop learning reinforcement experiences
- Client loyalty assessments (for professional services firms)