

## LEADERSHIP & ORGANIZATIONAL DEVELOPMENT PROGRAMS

*The Brandt Principle has a passionate focus on the triple bottom line - people, planet and profit- thoroughly committing to all three goals as interdependent and equally vital to the health and sustenance of an organization. Here are just some of the areas we cover with one-on-one coaching, team workshops and specialized programs:*

### **Leadership Skills/Executive Coaching**

Your company is fueled from within by the energy of its leadership. Not only do you need your top executives to be highly competent, committed and visionary, they also need to be great communicators and inspiring leaders. But what about a new market conditions, or reorganizations? A new leader? Or a newly minted executive? Our Executive Coaching program uncovers the intersection between passion, values and strategy, transforming it into a mandate that taps into the whole companies' reserve of enthusiasm and persistence. When leadership is engaged, direct and transparent, the mildest to the most charismatic executives can lead your company to inspirational and sustainable success.

### **Change Management**

Market changes, regulatory changes, new competition, new leadership, internal reorganization, mergers, a volatile economy—in business, we all know that change is the only constant—and it's scary. In fact, it often triggers all kinds of brain chemicals that can lead to a "fight-or-flight" response. How then do you instigate or adapt to change on an organizational level without provoking panic, resistance, naysayers, and even the exit of valuable talent? The reality is—you can't. But you can prepare and plan for it; you can minimize its potential down sides; and you can design the change process to elicit some of the highest levels of inspiration and "buy-in" from your greatest resource—the people in your organization. Coaching for change management can also be used as a training module for leadership and management teams to help make every transition your company experiences positively impactful and transformational.

### **Team Performance**

Teams are both the sum of their individual participants, and organisms unto themselves. Group dynamics can turn a group of otherwise highly capable, high-performing individuals into an ineffective mess. Getting to the root of misunderstandings, faulty communications, unclear or irrelevant incentives, ill-designed assignment of duties and real or perceived micro-inequities—and providing the right tools to transcend them—can turn a disgruntled and motley crew into a well-oiled team of superstars. Coaching teams is like group therapy for your business—and everyone ends up winning.

### **Ethical Decision-Making/Consensus Building**

Two factors are critical to the decision-making process: what the criteria are and what type of process is being used—authoritative, consultative or consensus-based. No matter what ends up being most appropriate for your particular situation, having your decision-making process facilitated can mean the difference between hard-selling a preconceived idea and creating a group of early adopters for a true innovation. So long as the final decision-making authority is clear

and the process is inclusive—all parties can walk away feeling represented and become ambassadors for the new directives. That’s a win-win on every count.

### **Systems/Process Improvements**

Sometimes our company’s progress outgrows its systems and processes. When this happens, technology can become our best friend—but it’s not a panacea. The way the improvements are decided upon, managed and communicated become as important—if not more important—than the merit of the improvement itself. Do nothing and your employees can feel devalued; make a change “from on high” and you risk resentment, resistance and even backlash and sabotage.

Not surprisingly, systems and processes are best redesigned by the people who use them; but getting all stakeholders to problem-solve while juggling their day-to-day responsibilities can seem prohibitive. Here’s where a little organization goes a long way, a whole lot of troubleshooting and foresight can save your organization literally hundreds of thousands of dollars, year after year—and you can sustainably build company morale. That means greater productivity on two counts: a better system (or streamlined process) and a highly motivated and empowered workforce. What’s not to like?

### **Workshops and Training**

All Brandt Principle workshops and trainings are custom designed and can be delivered to meet your company’s specific needs and time constraints. For organizations who serve various constituencies or have a unique membership, workshops can also be used to enhance your own programming. Workshop and training modules are designed to be stand-alone or can be organized into a program. Here are just some examples of the many modules already implemented in organizations:

- Leadership & Management Training
- Communication & Processing Styles
- Organizational Culture/Change Initiatives
- Organizational Stress Management
- Team-Building
- Passion/Profit Integration (especially designed for artists and entrepreneurs)
- Ethical Decision-Making
- Conflict & Negotiation
- Politics & Power
- Creativity & Innovation
- Time Management

### **Group Facilitation**

Have a decision to make? A problem to analyze? A crisis that cries out for the best thinking among all stakeholders? Or just need to brainstorm to generate ideas? Group facilitation offers literally dozens of flexibly designed meeting options that can be customized to your particular needs. Sometimes a breakthrough is needed to help your team function more effectively. When time is money, group facilitation is a cost-effective way to get to a solution; creating a safe environment, providing an objective meeting facilitator and protecting the problem-solving process brings your team to an effective resolution with integrity and in record time. You can use Group Facilitation for:

- Mission, Vision & Values
- Brainstorming
- Consensus-Building
- Conflict Resolution
- Strategic Communications
- Ethical Decision-Making

Contact us to find out more about how *Leadership & Organizational Development Programs* can benefit you.