

THE PROPEL CONSULTING GROUP

Executive Coaching with the Propel Consulting Group

There is an open horizon ahead.

In an executive coaching engagement, a leader who is seeking to expand self-awareness and achieve success can take his or her leadership competencies and skills to a higher level. Propel Consulting Executive Coaching provides the tools you need to seek or accept a new challenge, lead an organizational change such as a turnaround, or face a situation that requires a broader range of behaviors or style flexibility.



AT PROPEL CONSULTING GROUP, WE WORK WITH YOU TO:

- Gain insight into strengths and roadblocks in leadership and management style, interpersonal skills and executive thinking patterns
- Maximize use of your strengths
- Uncover blind spots, work around gaps and develop those critical few new competencies for excellence
- Develop and practice new patterns of leading that increase effectiveness
- Cultivate acceptance and ability to garner the right support at the right time for the long term

BEGIN AT THE CENTER

We believe change happens when someone feels safe and can find clarity in open space. We begin by building a “safe container” where we build connection, pinpoint hopes and goals and agree to a working relationship. We seek to clarify the difference between obstacles, fears and problems and introduce a different perspective.

We help you develop new approaches and skills for one-to-one and large group communication; employee engagement; culture building; teambuilding; delegation; strategy, planning and execution; stakeholder and network development; resilience; and career navigation.

Our executive development process utilizes a combination of skills, practices and conversations. It begins with assessment and discovery and is followed by coached planning, action and reflection. We focus on immediate business situations by exploring your current approaches and then considering new thought patterns, behaviors and style flexes that will produce different, more successful outcomes.

(1) Assessment and discovery

discussion, comprehensive interviews, stakeholder feedback, use of validated profiling instruments determine focus

(2) Coached planning, action and reflection

*one-on-one coaching based on the Focus document
40-50 hours of phone or in-person engagement
Custom designed to support 6-12 months of coaching*

THE PROPEL CONSULTING GROUP

The Team Advantage

Leaders are challenged by a new world of work. Chaos and uncertainty are more normal than not.

As a leader, are you asking these types of questions:

“How do we rebuild after the economic downturn strained resources?”

“What can I offer a team that really needs to create something new and take ownership of their outcomes?”

“How do we continue to do more with less?”

Yes? The acceleration of change in organizations, emerging needs for innovation, and alignment of values are all factors creating a need for new leadership and new ways for people to succeed. This body of work emerged from teams that addressed these and other questions.



WHAT IS THE TEAM ADVANTAGE?

Team Advantage is a proven team coaching program designed to transform teams and their leaders through a development process – one that goes beyond the typical two-day team building event. The program is presented as an organizational “game” oriented around a stretch goal that is meaningful to the organization’s success. It is successful because of a partnership with a coach who conveys coaching skills to the team leader as they focus together on guiding the team to new awareness, new agreements, and extraordinary performance. The process includes four phases of team development that are implemented over the course of 16 weeks: pre-game preparation, kick-off workshop, weekly coaching sessions, ongoing recognition and celebrations that result in team transformation.

WHAT ARE THE OBJECTIVES OF THE PROGRAM?

The key objective of Team Advantage is to provide a complete framework for driving team performance, resulting in a transformational experience. Other key learning objectives include:

- Conveying core and advanced coaching skills to the team leader
- Providing a forum for real conversations, truth-telling, and surfacing conflict as a natural part of team development and essential to the creative process

- Having each team member take responsibility for the success of the team
- Leaving the team with a replicable process for continuing to grow together as they accomplish their potential

WHAT MAKES THIS PROCESS WORK?

There are four features of Team Advantage that make it work for driving high team performance:

Real Business Goals – Team Advantage addresses a real business need and can reshape or catapult the entire business, even beyond the individual team.

Coaching – the coaching component stretches people to become consciously aware of what motivates their behaviors and actions and how they impact others. Coaching holds people accountable for honoring their commitments.

Ownership – the team creates and takes ownership of the game plan to achieve something extraordinary. It is their game plan.

Sustainability – teams will have a replicable process along with new habits and behaviors discovered during the team coaching, as well as an easily adaptable business planning format they can apply to any future goal.

THE PROPEL CONSULTING GROUP

The Propelling Sales Workshop *The Ultimate Personal Sales Effectiveness Training*

It's a tough marketplace. Differentiating your sales organization from the competition makes all the difference in the world.

PropellingSales is unlike anything you have experienced before. It's not another canned motivational seminar. It is a well-defined sales system and sales process that has been developed over many years, and utilized by a number of industries around the country. Each workshop is semi-customized for your business, your industry, and most importantly your people. PropellingSales offers a process that is scalable and repeatable, and one that can be utilized by your company for years to come.



WHAT OTHERS ARE SAYING

I've been through Sandler and Carnegie...I would be glad to refer anyone to this style of training. I would rate it a 5 out of 5. - **Participant**

Thank you for opening the door for us to get out of our paradigms and into a whole new world of opportunity. - **Corp Exec**

The concepts that we reviewed and embraced have had a very lasting effect on all of our reps. Taking us through the training enabled us to have a new shared focus and has allowed us to set our sights on setting and attaining not only shared corporate goals, but our own individual goals. - **T.N. Corporate CEO**

PROVEN RESULTS OF THE PROPELLING SALES SEMINAR

- Generating Excitement about Company Products and Services
- Measurable Improvement in Overall Company Sales Performance
- Increased Every Sales Person's Selling Effectiveness using our PropellingSales model of selling
- Maximized the Power and Value of Sales Teams
- Enhanced Customer Relationships and Increased Retention
- Finding New Market Opportunities

OVERVIEW OF SOME OF THE SEMINAR'S STRATEGIES

- Clarify Your Company's Sales Mission
- Create Personal Missions
- Learn a "Circle Model" to achieve Goals and Missions
- Enhance Effective Sales Team Communication
- Identify Work Styles & Values that drive Success
- Develop Collaborative Partnerships that Drive Sales
- Explore How "Standing Still" Creates more Sales

About Propel

At The Propel Consulting Group, we build capabilities to drive performance. We accelerate performance by innovating and developing leaders, transforming teams and helping organizations to change. We possess an entrepreneurial spirit balanced with substantial experience in a multitude of industries. We apply our knowledge to help build a deep, stable foundation for businesses so they can grow from the inside out.

THE PROPEL CONSULTING GROUP

Leadership Practice Inventory LPI 360

MOMENTS OF INSIGHT THAT INSPIRE CHANGE. USING THE LPI TO MEASURE AND BUILD LEADERSHIP SKILLS

To develop, nurture, and empower leaders, you need a tool that doesn't simply measure and assess skills, but that inspires the breakthrough insights leaders need to build positive relationships and make extraordinary things happen.



WHAT DOES THE LEADERSHIP PRACTICES INVENTORY (LPI) MEASURE?

Applying the proven principles of Kouzes and Posner's acclaimed Five Practices of Exemplary Leadership® model, the LPI enables individuals and organizations to measure their leadership competencies and act on their discoveries. Leaders will gain deep insight into how they see themselves as leaders, how others view them, and what actions they can take to improve their effectiveness.

WHO IS LPI FOR?

Anyone interested in becoming a more effective leader and learning to apply Jim Kouzes and Barry Posner's acclaimed Five Practices of Exemplary Leadership® model to real-life challenges and opportunities will benefit from the Leadership Practices Inventory (LPI).

EASY TRACKING AND FAST, ACTIONABLE FEEDBACK

All LPI Online assessments are easily created, tracked, and managed. Automated scoring means feedback reports are produced immediately and are accessible online. LPI Online's individual and group reports examine quantifiable leadership skills, allowing leaders to understand their strengths and weaknesses without the confusion of complicated report analyses.

THE THEORY AND EVIDENCE BEHIND THE FIVE PRACTICES OF EXEMPLARY LEADERS

There is considerable empirical support for the Five Practices of Exemplary Leadership framework. Comprehensive reports are available that provide an overview of the development and validation of the Leadership Practices Inventory (LPI).

HOW WAS LPI VERIFIED AND TESTED?

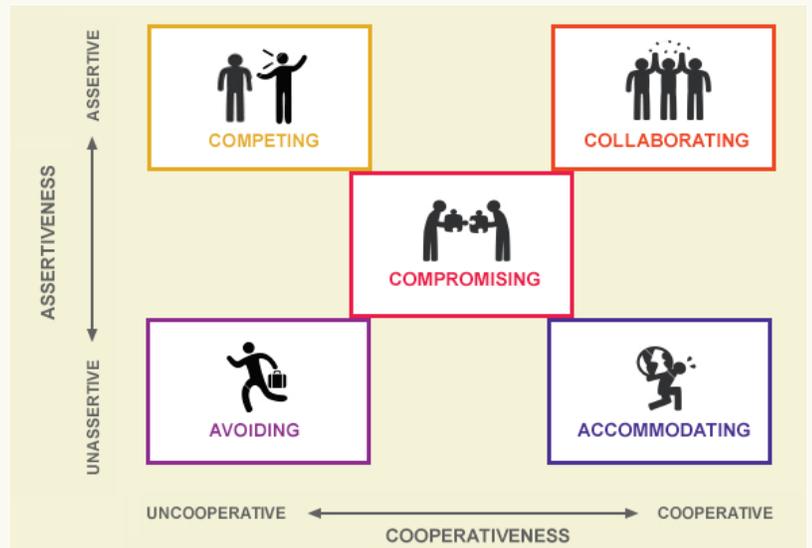
Comparisons of LPI scores along a number of critical dimensions are summarized, as well as brief insights into findings by other researchers utilizing this leadership framework and instrument. Readers and scholars interested in more academic discussions of the LPI can find several more technical reports as well as other research descriptions.

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TKI Assessment Thomas-Kilmann Conflict Mode Instrument

The TKI tool is the world's best selling assessment for understanding how different conflict-handling styles affects interpersonal and group dynamics, allowing and empowering them to choose the appropriate style for any situation. By assessing an individual's typical behavior in conflict situations the TKI tool describes one's typical behavior along two dimensions: assertiveness and cooperativeness. It then provides detailed information about how that individual can effectively use five different conflict-handling styles.



THE FIVE CONFLICT HANDLING STYLES

Competing: You try to satisfy your own concern at the other person's expense

Collaborating: You try to find a win-win solution that completely satisfies both people's concerns

Compromising: You try to find an acceptable settlement that only partially satisfies both people's concerns

Avoiding: You sidestep the conflict without trying to satisfy either person's concerns

Accommodating: You attempt to satisfy the other person's concerns at the expense of your own

IS TKI THE BEST TOOL FOR YOU TO USE FOR CONFLICT MANAGEMENT? YES!

- Facilitates learning to use five practical, situation-specific styles for dealing with conflict effectively (competing, collaborating, compromising, avoiding, accommodating)
- Helps trainers, managers, and other professionals open productive one-on-one and group discussions around conflict
- Reflects today's gender, racial, ethnic, age, and job-level diversity in the workplace—based on an updated normative sample

THE TKI ASSESSMENT IS IDEAL FOR A WIDE RANGE OF APPLICATIONS INCLUDING:

- Conflict management—to identify different conflict-handling styles and to learn how to choose the appropriate style for any situation
- Team building—improves team functioning by helping members reconcile differences and work together more effectively
- Leadership development—enhances leaders' conflict management skills
- Performance improvement—helps eliminate barriers to effective performance
- Stress reduction—gives employees the capacity and tools to identify and manage workplace stress
- Retention—helps employees be successful, improve morale, and stay engaged in order to build a stronger organization and retain the best talent

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MBTI Myers-Briggs Type Indicator®

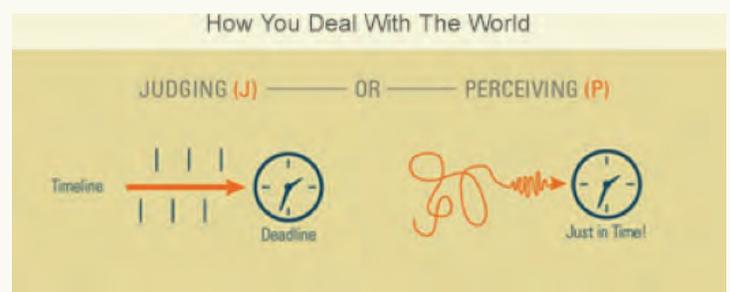
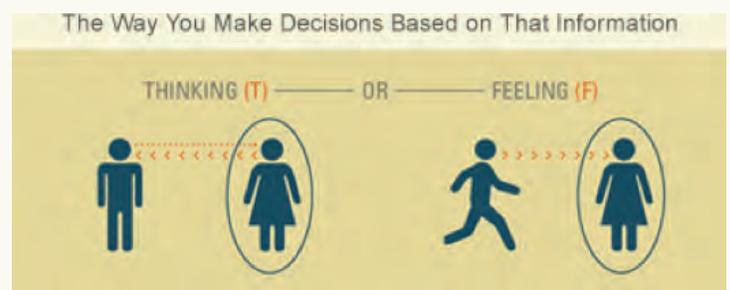
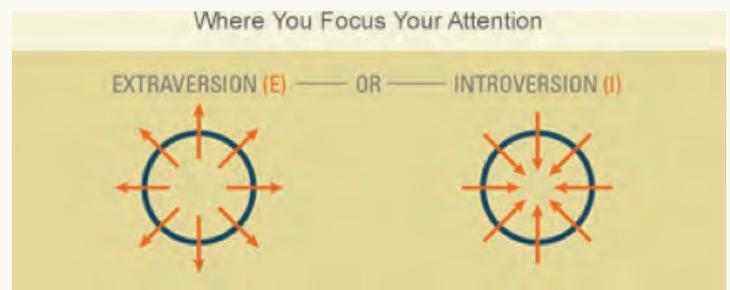
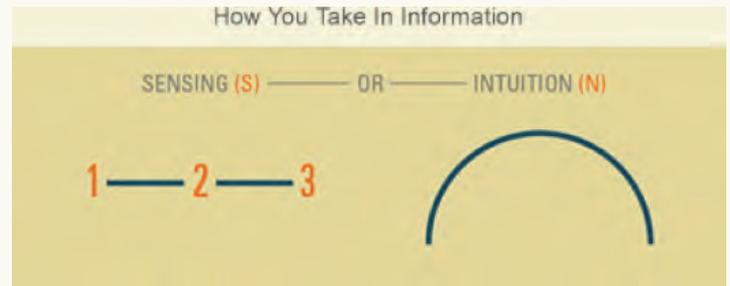
The Myers-Briggs Type Indicator (MBTI) assessment has helped millions of people worldwide gain insights about themselves and how they interact with others—and improve how they communicate, learn and work. It provides a powerful framework for building better relationships—driving positive change, harnessing innovation, and achieving excellence. The MBTI assessment makes Carl Jung’s theory of psychological type both understandable and highly practical by helping individuals identify their preferences in four areas.

This is considered the world’s most trusted personality assessment because it is:

- Easy to grasp
- Insightful and thought provoking
- Reliable and valid, backed by ongoing global research and development investment
- Highly flexible in terms of administration options and applications

The MBTI assessment is ideal for a wide range of applications including:

- Team Development—helps ease communication among team members, identify team strengths and weaknesses and create action plans for improved performance
- Leadership Development—deepens leaders’ understanding of their personality type and types of those they are leading to help them manage better, give more meaningful feedback, and improve individual and team performance
- Conflict Management—improves skills in identifying sources of conflict and intervening early to prevent underperformance, disruption and disengagement
- Stress Management—builds resilience, increases productivity, and offers strategies for identifying and management stress triggers
- Career Transition and Planning—helps guide individuals on career choice, development and management



THE PROPEL CONSULTING GROUP

Propelling Careers

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CAREER COACHING AT PROPEL, WE GUIDE AND EMPOWER YOU TO:

- Dream big to imagine and create your perfect work-life scenario.
 - Look back and discover what you would like to repeat and what you would like to leave behind.
 - Define your negotiables and non-negotiables.
 - Assess and understand your strengths and aptitudes.
 - Identify and overcome what is holding you back.
-

ONCE YOU HAVE WRITTEN YOUR IDEAL WORK-LIFE SCRIPT, IDENTIFIED YOUR PERSONAL OBSTACLES, & KNOW HOW TO OVERCOME THEM, WE HELP YOU TO:

- Create a strategy to deploy.
 - Adhere to your script and strategy and make course corrections where needed.
 - Develop necessary tactics and collateral to successfully implement your strategy.
-

INGREDIENTS OF YOUR PERFECT WORK LIFE SCENARIO:

- Type of Work
- Compensation
- Location
- Travel
- Environment (office and culture)
- People (superiors, teammates and clients)
- Future (progression to retirement)



TACTICS AND COLLATERAL TO ACHIEVE YOUR PERFECT WORK LIFE SCENARIO:

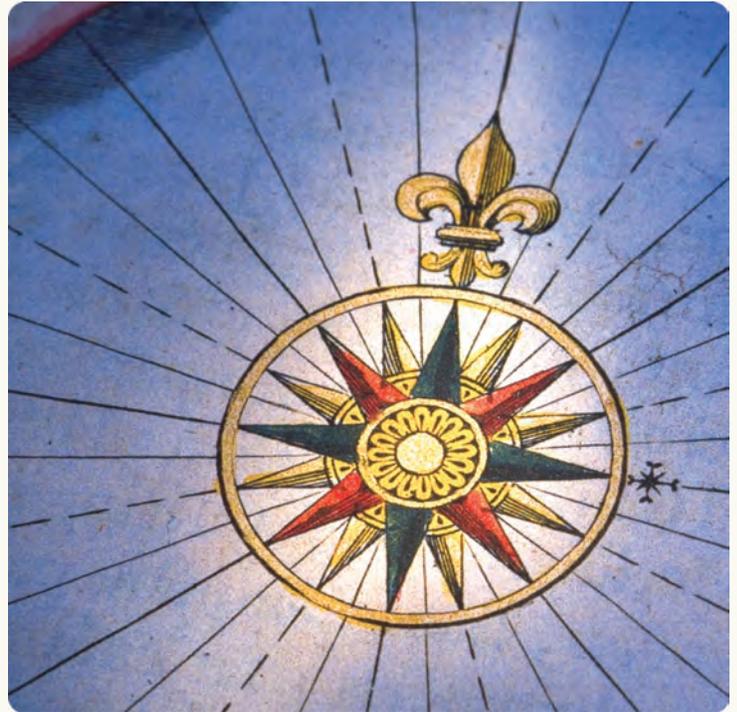
- Personal Branding
- Personal Website
- Resume
- LinkedIn
- Networking
- Interviewing Skills

Enneagram Personality Assessment

THE ENNEAGRAM

Derived from the Greek word meaning something "written" or "drawn" is a cutting edge assessment and tool for developing emotional intelligence, a way to gain insights into workplace dynamics and a method for self awareness and self-development. One important way that the Enneagram is different is that it measures motivation as well as behavior. When we know what motivates us to act, we can more easily partner with other leaders and team-mates to accomplish business goals.

The Enneagram is currently used by organizations across the globe in developing employees and leaders in: communication, conflict, feedback, teams, leadership, strategic decision making, self-mastery, and coaching.



ONLY THE PROPEL CONSULTING GROUP OFFERS TWO ENNEAGRAM-BASED REPORTS

- The Propel Enneagram Leader Profile
- The Propel Enneagram Team Profile.

Both reports are based on a comprehensive, 26 page Enneagram Strategies assessment and an in-depth, personal interview.

THE PROPEL ENNEAGRAM LEADER PROFILE CONTAINS:

- Enneagram Personality Type
- Emotional Intelligence Scorecard
- Instinctual Subtype
- Relationship Paradox
- Career Derailers
- Developmental Suggestions

The Propel Enneagram Team Profile contains all of the topics contained in the Leader Profile (above) for all of the team members in addition to: Strengths and challenges as a team Strategies to overcome team challenges in awareness, trust, conflict, commitment, accountability, and achieving team goals