

A Leadership Team's Transformation Journey

1 Mounting Organizational Challenges

- Silos & Fragmented operations
- Competing priorities & growing complexities
- Communication challenges
- Command & control leadership
- Lack of empowerment

2 Evolve or Die Imperative

- New markets
- New products
- New technologies
- Matrix structure
- Pressures from parent company

3 Coaching Drives New Behaviors

- Assessments (Disc & Hogan)
- 1:1 Executive coaching
- Team coaching
- Peer coaching

4 Partnering to Implement a Vision

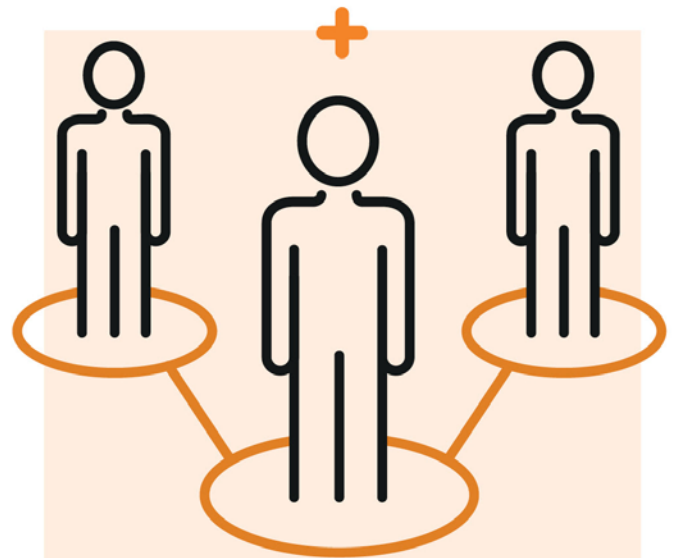
- Partnering with consulting firm to facilitate culture change
- Create collaboration rich organization

5 Implementing a Customized Flexible Solution

- Management Commitment
- Co-location
- Executive Coaching
- Management Levels/Decision Making

6 Facilitating Team Development

- Team workshops on "Leading Culture Change"; "5 Dysfunctions of a Team" and "Effective Conversations"
- Aligning teams to be:
 - Manufacturing-centric
 - Empowered to make decisions



Immediate Results of Transformation

29% Tighter Intergration

28% Increased Engagement

23% Greater Focus

21% Increased Trust

26%
Improved Team Relationships

Client Benchmark Data