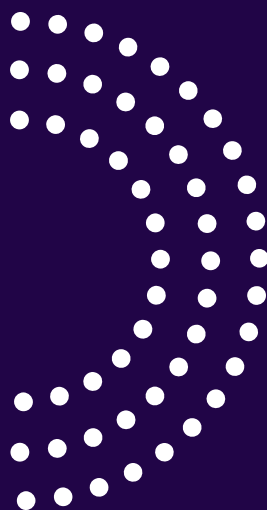




Programs That
Deliver Transformation



gloffectmethod.com

“ If you always do what
you’ve always done, you’ll
always get what you’ve
always got.”

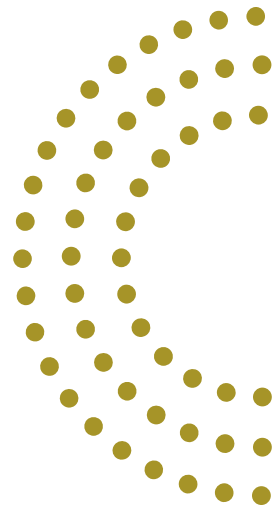
- Henry Ford

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Introduction

Extensive research has shown that that the healthier the organization, the happier the employees, the more innovative the work product, and the more profitable and financially sustainable the company.

The GLOffect Method™ addresses challenges leaders, teams, and their organizations face that affect day-to-day performance, as well as overall goals and profitability of the organization.

“ Healthy companies outperform their peers. ”

What is The GLOffect Method?

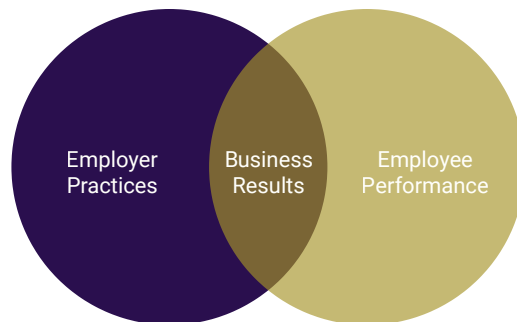
The GLOffect Method is a process that provides insight on people, organizational performance, and the ability for transformation.



GLOffect Method Workshops and Programs offer support and guidance to leaders, teams, and their organizations in developing shifts in mindsets towards growth and implementing sustainable change.

We offer five types of programs, that can be taken as stand-alone options or integrated into a broader organizational transformation. All programs are customizable based on your needs.

Workshops and Specialty Programs



Effective Communication for Teams. We help create purpose-driven teams to improve communication, foster trust, renew with diverse perspectives, and drive transformational impact.

Growth Mindset, Purpose, and Culture Transformations. We shape the human side of broader transformations by shifting mindsets to drive performance, expansion, and health.

Leadership Development. We make change personal by facilitating self-authorship in leaders in the context of their business challenges and day-to-day work.

Organizational Health, Alignment, and Change Initiative Implementation. We join forces with internal champions in the measurement, development, and implementation of organizational and operational growth mindset in people, processes, and practices.

Succession Planning. We partner with clients in identifying and developing future leaders who are skilled in crisis management, inclusive leadership and the ability to align a more mobile and remote workforce to yield a significant competitive advantage.

More About Our Programs

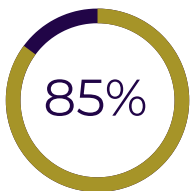
Effective Communication for Teams



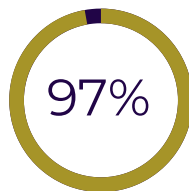
When you trust your team, anything is possible. These workshops are focused on understanding how to create impact and alignment using different styles of communication.

Incorporating individual assessment tools and engaging breakout sessions contribute to a more connected team that values themselves, their peers, their individual and collective impact on the organization, and their ability to clearly articulate that value. This three-part series will be held both in-person and virtually.

1. Individual values and styles of communication
2. Team communication and alignment
3. Leveraging communication styles with customers



According to the Carnegie Institute for Science, 85% of your business financial success is due to your team's personality and ability to communicate, negotiate, and lead. Only 15% is due to technical knowledge.



According to business and economics research firm, McKinsey Global Institute, 97% of employees and executives believe lack of alignment within a team impacts the outcome of a task or project.



According to a study conducted by Queens University of Charlotte, about 75% of employers rate teamwork and collaboration as "very important", yet only 18% of employees get communication evaluations at their performance reviews.



Company culture is shaped by priorities, habits, and systems.

We get involved when organizations need to shift the way they communicate and connect, renew and align their sense of purpose, adopt nimble ways of working, improve capabilities for innovation, or embrace some other form of radical change.

We partner with our clients as co-creators in a shared endeavor. Together we identify the key behavioral shifts to make the human side of transformation happen and to ensure it is sustainable.

We use a variety of diagnostic tools to help organizations understand their starting point to facilitate the transformation of purpose, culture, leaders, and capabilities, not just isolated changes.

From providing support in modeling behavior, to assistance in navigating implementation and adoption, we provide the capacity for systems and strategic thinking, in addition to building proficiency in reflection, reframing, questioning, problem-solving planning, and time management.

Growth Mindset, Purpose, and Culture Transformations

Cultivating a growth mindset within an organization creates an environment where people readily embrace challenges, persevere through obstacles, learn from criticism, and search for inspiration in others' success. We craft customized programs that include team workshops and individual coaching that incorporate important elements in developing a growth-mindset organization.

Centered around self-development, accountability, being fearless, demonstrating curiosity, and challenging the status quo, we work with people and their organizations to deepen trust, improve engagement, and foster innovation.

Leadership Development



Leadership development focuses on developing broad capabilities and is a highly effective way for leaders to improve self-awareness, identify blind spots of personal performance, improve team dynamics, enhance communication styles, fine-tune a growth mindset, unlock true potential, perform at their best in any situation and yield better business results.

The process provides an opportunity for leaders to test new ideas, experiment with different approaches, and receive honest feedback. It also help leaders develop action plans and accountability structures to ensure that they are making progress towards their goals.



More About Our Programs

Organizational Health, Alignment, and Change Initiative Implementation

Managing your organization's health is as important as managing your P&L. It's more than your company culture or employee engagement. Organizational health is when the company can align around a common vision, execute that vision, yet continue to evolve through innovation while maintaining that commitment to the vision. Organizational health when monitored, can sustain the organization no matter the leader, nor the circumstance. When a company is healthy, employees perform better resulting in improved processes, innovation, increased revenue, long-term customers, and continued growth.

We create long-term partnerships with organizations in developing comprehensive programs that include goal-setting, planning, and resources that reinforce behavior, activate engagement and adoption.

Partnering with internal organization champions, we employ measurable methods that impact organizational transformation. The process delivers significant benefits that includes renewed employee engagement and connection to their purpose, improved internal alignment, an increase in innovative solutions, enhanced customer experiences, and ultimately an increase in revenue and profitability.

More About Our Programs

Succession Planning

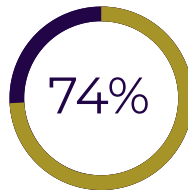


Despite knowing the importance of planning for the succession, most organizations are ill-prepared to replace CEOs and other employees in key positions when they depart. The costs of failing to identify and prepare new leadership for success are high – the direct cost of replacing a failed executive is estimated to be close to 10 times their salary.

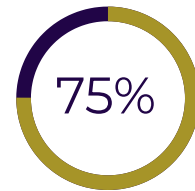
In developing your succession strategy, we establish goals and relevant metrics by determining which key indicators matter most to the organization to monitor the effectivity of the organization's succession plan and keep it up to date. We address core competencies required for key roles, refining resources and workflows, developing a communication strategy, and an implementation plan.



Only 35% of organizations have a formalized succession planning process for critical roles.



More than 74% of leaders report they are unprepared and lack the training for the challenges they face in their roles.

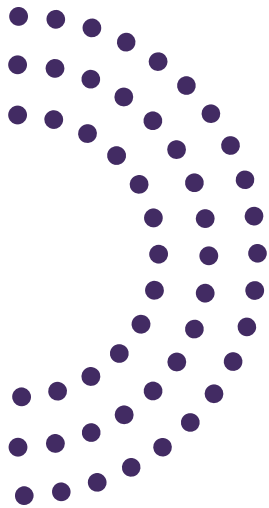


60% of executives all within the first 18-months of being promoted or hired.





To develop a customized workshop or program designed around your specific needs, email us at [**letschat@glogroup.com**](mailto:letschat@glogroup.com).





“ The single biggest
problem in communication
is the illusion that it has
taken place. ”
- George Bernard Shaw



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