



Leadership Services Ltd

*What
kind of
leader will
you be?*

Begin here...

Tel: (805) 899-2660

Fax: (805) 899-2620

leadershipservices.com

Our Invitation for High Performance with Leadership Services, Ltd. through:

- √ **Assessment**
- √ **Leadership Coaching**
- √ **Training Services**

Our Philosophy: To actively engage your employees in personal/professional growth and infuse them with tools to realize their potential. We help leaders identify and acknowledge a new focus in improving old skills, systems, and practices that are no longer effective in achieving excellence. Our service enables your leaders and their teams to step out of their comfort zone and engage in a new spirit of interaction and productive change.

Once high performance expectations and resources have been established and team members are starting to adopt new leadership behaviors, LSL steps back while the new practices and learning unfold. We then provide periodic services, as required, to recharge and realign the course and discipline toward excellence.

Our Services: LSL offers *leadership coaching plus organizational consulting, needs assessment and communications training* throughout North America. We deliver services in effective leadership and communication practices to business professionals with a focus on executives, managers and high-level individual contributors. Our services are tailored to the individual and the company culture in the following key areas:

- ❖ **One-On-One Leadership Coaching**
- ❖ **Climate – Performance (360) – Selection Surveys**
- ❖ **Management Training Workshop Series**
- ❖ **Team Development & Strategy Activation**

Our Leadership: **Mark Gross**, Principal of **Leadership Services Ltd. (LSL)**. *Mark* has shaped his career by combining his entrepreneurial spirit with a background in line management, human resources, management training and organizational development with Fortune 500 Companies. During the past 15 years *Mark* has developed a specialty in working with top management as an external partner on organizational health and change issues, that includes needs assessment, one-on-one coaching, and leadership training. *Mark* holds a B.S. in Human Relations and Organizational Behavior, Organizational Consulting Certification establishing a career of continuous learning in human development. Additionally, he has conducted hundreds of leadership presentations throughout North America on leadership and accountability.

The LSL team includes consultants selected for their special industry backgrounds in service, high-tech, manufacturing and education with degrees in engineering and PhD's in communications and public relations. See our web site for a full summary of each team member.

LSL's Core Services Focus On Enabling: Senior Leaders, Management & High-Level Individual Contributors

Our One-On-One Coaching emphasizes situation appropriate leadership, effective interpersonal and organizational communications, *persuasion and influence, conflict management, strategy activation* and *executive presence*. Most coaching assignments include use of surveys, on-site observation, structured interviews and videotape feedback. Our approach places a focus on:

- **Refining** leader behaviors and practices to help management model new company vision and required organizational/cultural change
- **Partnering** with our client to assess and initiate training and communications practices to accelerate employee involvement and ownership in business results
- **Transferring** to our clients new energy, focus, and heart required for transforming individuals and organizations

Our Climate – Performance (360) – Selection Surveys utilize cutting edge technologies that include the Internet, performance based focus groups and structured interviews with academic and field proven methods to guide and stimulate action to improve organizational and interpersonal effectiveness. Our success in assessment is based on:

- **Establishing** a non-threatening assessment process
- **Working** from a proven change model with the right questions
- **Translating** answers into meaningful management conclusions
- **Facilitating** productive action that becomes apparent to all concerned

Our Management Training Workshop Series provides highly interactive full and partial day sessions that support indicated action from our coaching and assessment work. Our key to lasting learning begins with 2-hour leader briefings that supplement each management workshop to assure support and modeling of key workshop principles by everyone in leadership. Our core workshop offerings include:

- **Excellence In Leadership Series**
- **Performance Management & Appraisal**
- **Becoming The Coaching Manager**
- **“Selecting The Best” Modules I & II**
- **Teams – Meetings – Communicating**
- **Managing Up – Influencing Across**

Our Team Development & Strategy Activation focuses on working with intact teams seeking high performance results. Our facilitation is tailored to team objectives and issues that can include: understanding individual strengths, clarifying roles for decisions and accountabilities, agreeing on team interaction principles, and establishing commitment and resources to objectives. We facilitate team sessions at resorts and/or on-site locations based on the need for focus and team building. Outdoor team exercises are also options based on need.

Our Partial List For Current Clients Include:

Aspen Marketing Group	Dublin Water District	Sage Publicatons
Alcatel	Exterra Credit Recovery	Santa Barbara Bank & Trust
Alisal Guest Ranch & Resort	Great American Appraisal	Shurgard Storage
Beringer Blass Wine Estates	JLG Industries	Time Warner Advertising
The Clorox Company	Market Place Media	Warner Brothers Television
Dreyers Grand Ice Cream	Robert Mondavi Wine Estates	Wells Fargo Home Mortgage