



Customized Leadership Workshop: #WriteYourWayToTheTop! *Performance Evaluations*

Our ability to sustain and grow your business requires us to hire, retain and develop highly skilled and diverse management team. We can develop our workforce by providing strategies that uncover individual creativity, innovation, process improvement, and relationship building. We can imagine the synergy that can be created when leaders with tenure are openly sharing their experience, talent, education, and gifts with their millennial team mates? How important is it, to have our next generation share new technology enhancements to strengthen their tenured mentors?

All of these questions can turn into success stories!

The answer lies with a Tate Consulting business writing workshop on written *performance evaluations*. To begin with, this workshop will provide insight that will help leaders better manage their careers, view strategic transformation, share awareness into developing top talent. With this workshop you will have a strategy to capture your personal goals over a twenty-five year period; while at the same time developing the organization that you love. In sum, you “will” have a dynamic story to tell about your career development and how you helped change the life of a mentee who will be coming behind you.

The workshop on written *performance evaluations* is significant, as it walks the individual through the five stages of the writing process and provides insight why writing is essential for career and business objectives. It is to note that, writing in business is not just a necessity but a career requirement. How we communicate through our writing affects individual perceptions and the perception of our firm. The Tate Consulting customized workshop on business writing is a must for employee onboarding and for tenured managers who must communicate organizational objectives to neophyte employees. Bottom line, we can retain our top talent!

The game-changing objectives of the workshop include-

- ✦ Provides opportunity to explore cost savings strategies
- ✦ New insight disclosed into individual endeavors and inventions
- ✦ Provides insight into personal comprehension toward organizational goals
- ✦ Improving culture through performance excellence
(Creating employee results through talent, passion and organizational objectives)

The outcomes of the workshop include-

- ✦ Shares strategies for developing talent and uncovering career aspirations
- ✦ Improved internal and external communication within teams
- ✦ New strategies for email communication
- ✦ New technology enhancements to strengthen writing confidence
- ✦ Team building alliances created between tenured and neophyte leaders



Customized Leadership Workshop: “*The Problem Solvers Part I and II*” -Solving work challenges with high performance teams

Problem Solving Part I

Problem solving! Organizations wrestle with analysis paralysis “Studying challenges until no work is completed.” We need leadership strategies and constructs that are digestible, practical, and produce results. Crisis situations can be mitigated with proper training. It is because of this; we created a customized three series workshop entitled “The Problem Solvers.” The first workshop *Problem Solving Part I* is foundational and will provide an introduction to problem solving techniques, managerial leadership, and provide insight into morale, pride, and spirit. The workshop is designed to help organizations view various team resources. New resources will be needed to solve dynamic organizational challenges due to mergers, lack of resources, and community crisis situations. The overarching theme of this customizable workshop is to help leaders learn the importance of insight, hindsight, and foresight into developing problem solving intuition and vision.

Problem Solving Part II

The *Problem Solving Part II* workshop will provide critical thinking resources and strengthen team coalitions. First, the workshop is critical for tenured leaders to provide strategies for challenging past trends. For example, tenure can create a false sense of security and new work challenges can create situations where past solutions are ineffective. It is because of this that we created a capstone team assignment to ensure that the concepts from *workshop I* will be applied to *workshop II*. Also, our team is excited about four newly created storyboards, and seven new leadership models that will create competitive organizational advantages. In sum, these two workshops include a unique coaching workshop which will become the glue of this high-performance team. #TheFrontLine #TheSwatTeam #Fortress

Problem Solving Part I game-changing objectives-

- ✚ Strategies to improve critical thinking
- ✚ New leadership models to diagnose and pinpoint work challenges
- ✚ Leaders will leverage new communication strategies to deliver concise messages
- ✚ Insight into being a balanced leader and having a mindset for continuous evaluation

Problem Solving Part II game-changing objectives-

- ✚ Creation of crisis intervention strategies
- ✚ Advanced problem solving techniques to quickly mobilize higher, adjacent and supporting teams
- ✚ Capstone assignment included to create strategies for organizational crisis
- ✚ Examination of momentum and commitment toward team dynamics



Customized Leadership Workshop: *The Successful Business Writer!* *Project Justification*

Leveraging business writing to highlight customer service and professional communication is a dynamic solution for organizational effectiveness. To begin with, individuals who have recently entered the workforce or have been in the workforce for many years must hone the soft skills necessary to execute firm objectives. In fact, the impact of poor written communication can cost the organization in more ways than bottom line profit. As such, leveraging business writing course that provides a process to share the congruency to internal and external customer service can change the perception of how people view the firm that they love and the peers that they work with.

Whether you are just entering the work force from serving our country overseas, transitioning to a new career, recent college graduate, faculty professor, or seasoned professional; your business writing speaks volumes to business professionalism.

The mission of Tate Consulting is to change a life one person at a time through leadership training! For this reason, the introduction of this digestible workshop will provide strategies to improve writing confidence. This course will help leaders and their families capture off the roof top opportunities!

The workshop will share the importance of adding supporting details and open new dialogue for project justification. As an illustration, leaders today are required to leverage problem solving, critical observation, and negotiation. Strategic writing will be needed to coach new leaders through dynamic situational analysis.

The Tate Consulting workshop on business writing provides a process to show how self-reflection, tone, and written communication affect internal and external client perceptions.

The game-changing objectives of the workshop include-

- ✚ The significance of tone and soft skills and their impact on customer service
- ✚ Project justification strategies
- ✚ New strategies for capturing individual and team ideas
- ✚ The importance of bullet points

The outcomes of the workshop include-

- ✚ Resource guides for communicating detailed information
- ✚ The importance of customer service on company reputation
- ✚ New strategies for email etiquette
- ✚ Peer writing review strategies
- ✚ Strategies for receiving written documents



Customized Diversity Workshop: **"Big Crayons"** -Creating a safe place for conversations

For organizations to win requires leaders from various cultures, backgrounds, and skill sets. New and tenured leaders need to have conversations to share the many commonalities that create high-performance teams. We have more together, and we will win together! This workshop is a foundational course that will bind the spirit of individuals from the inside out. As such, we created a customized workshop entitled **"Big Crayons"** with the theme "Creating a safe place for conversation." We are encouraged to provide a workshop that addresses a central theme of "having a safe place at work to share new perspectives."

The workshop will provide a sound foundation for subsequent mini-conversations on diversity and inclusion, thus creating a culture of relentless innovation. An introduction to diversity that highlights the mandated workforce diversity standards will ensure that an organization will have the necessary documentation for policy accreditation. In sum, this workshop was customized with integrity and allow for group reflection in a relaxed atmosphere. We have taken into consideration multiple vantage points, and the workshop will provide a new approach to team workplace inclusion.

The game-changing objectives of the workshop include-

- ✚ Strategies to help individuals see the importance diversity brings the organization
- ✚ Foundational insight toward the myths of diversity, (EEOC) and federal legislation
- ✚ Community: We create healthier communities! (Branding)
- ✚ Culture: Team generated retention strategies designed to uncover diverse talents
- ✚ Work Teams: Leadership, policy, and laws: the rules that remove diversity barriers
- ✚ Careers: Team idea generation to unlock how diversity benefits the individual

Organizational workshop results include-

- ✚ A **"Fresh Start"**: We need new perspectives and we can create new work relationships
- ✚ New insight into cultural sharing
- ✚ Encouragement of working together

Turnover and Retention Improvement-

- ✚ Accountability: Peer support and partnerships
- ✚ Our work family is unique and we will keep them

Why choose Tate Consulting above any other leadership consultant? We leverage new leadership constructs that challenge individuals to stretch, which in turn creates atmosphere of diversity success. We are confident that this workshop will inspire!



Customized Leadership Workshop: *World Class Customer Service*

Can you recall the last time you had a customer service challenge? What was your overall opinion of the customer service you received from the person on the other end? We not only recall the bad customer service agent but we know the agents with the cheerful voices that consistently go the extra mile to assist us. The smile that you have from that experience does not have to fade away! Companies today must invest the necessary resources in their customer facing and non-facing roles.

What can organizations do to foster an environment that willingly motivates people to communicate effectively with clients? Tate Consulting can help your organization lay logical service building blocks for your people through our workshop. To begin with, organizations must develop clear objectives and implement management techniques that can reduce employee burnout and increase customer loyalty.

The Tate Consulting customized workshop on customer service is designed to help organizations provide insight for managers. In sum, the workshop provides a holistic view of internal/external communication for the organization. The workshop is important because individuals need assistance on how to handle negative news, as burnout can create employee disenchantment.

The game-changing objectives of the workshop include-

- ✚ New insight into people skills
- ✚ Strategies to improve organizational perceptions
- ✚ Introduction of leadership strategies for morale, pride, and spirit as they affect service
- ✚ Team building activities and strategies for collaboration
- ✚ Resource guides introduced for individual follow up
- ✚ The introduction of how to handle negative news and its impact on company reputation
- ✚ Strategies that share the importance of having award winning attitude

The outcomes of the workshop include-

- ✚ The importance of presenting yourself professionally
- ✚ Improved internal team relationships
- ✚ Resiliency strategies and the importance of working together when challenges surface
- ✚ New communication strategies for overcoming conflicts
- ✚ New approaches to building strong internal/external team relationships

Client loyalty is the magical pot of gold waiting to be captured after organizations install a new rainbow of customer service strategies that encompass leadership, business writing, self-reflection, and internal/external perspectives on service. Tate Consulting recognizes that people are the organizations greatest asset when attracting new customers and we are excited to support your vision of organizational excellence.



Customized Leadership Workshop: *Harnessing the Power of Teams* -Developing leaders from the inside out!

Driving sustainable organizational growth has challenges; however, leaders can drive high performance through recognition of people interaction. Leaders should focus on how individuals communicate and that human interaction can affect firm performance. As such, we created a customizable workshop entitled *Harnessing the Power of Teams*. This workshop has delivered extraordinary results! We can construct a teamed future for the firm through the seen and unforeseen circumstances that affect it.

We all have untapped potential! The workshop was designed to help organizations view new strategies for creating an atmosphere of continuous learning. Leadership teams must state the learning outcomes for future organizational issues. Put it another way; all individual actors must have a plan to measure corporate practices. The development of strategies that uncover forecasted challenges can help leaders formulate stronger alternatives.

What can organizations do to increase participation from tenured leaders and newly hired employees? Tate Consulting can help your organization with this dynamic workshop, as it provides critical thinking analysis and provides a lens to view chaos. In sum, managers need work challenge models to help employees see how chaos can cripple organizational learning. Creating a climate where critical thinking dominates the organization will require firms to harness the power of work experiences. That is to say that, environmental turbulence and heightened competition push the boundaries of strategic thinking.

In sum, this is a game-changing workshop that focuses on the organizational learning component of team development. Developing leaders requires strategies that teach employee know how. Someone showed us; we should strengthen the skill sets of someone else.

#EachOneTeachOne #OneTeamOneSound #WeAreBetterTogether

The game-changing objectives of the workshop include-

- ✚ Scenario planning to help leaders predict measurable outcomes to prevent chaos
- ✚ Develop current talent through scenario planning
- ✚ The importance of collective team engagement where the employee and employer share the benefit of solving complex problems

The outcomes of the workshop include-

- ✚ Culture: New strategies to manage assumptions
- ✚ Community: Creating critical thinking leaders outside of the workplace
- ✚ Careers: New approaches leader self-reflection, as it allows for opportunities to develop implementation tactics.



Customized Leadership Workshop: “*Developing Legacy Leaders*” -Developing tenacity to strengthen efficiencies

We can share our endeavors and inventions with our peers! The art or practice of internal relations in negotiating alliances and treaties is called diplomacy. Bottom line we need to make new friends and leadership can help teams view new initiatives in integrating socially and economically diverse populations. It is because of this; we created a customized workshop entitled “*Developing Legacy Leaders.*” The workshop is designed to help organizations create stronger strands of cultural sharing. New resources will be needed to help leaders remove mental obstacles and open new dialogue into preparation, incubation, and illumination. The overarching theme of this customizable workshop is to help leaders learn the importance of derailment, tenure, generating alternates, and to examine feedback loops.

The “*Developing Legacy Leaders*” workshop will provide new insight into the importance of individual journey. It is to say that, we all have a story to tell and our paths to working together must be succinct in achieving organizational objectives. To begin with, the workshop is critical for new leaders as it provides new insight into community and to see our peers and subject matter experts. Our skills are unique and in order to stay safe we all have to be accountable to the skills we are good at and the skills where we are inexperienced. The workshop shares new strategies on the importance of a positive attitude. In sum, this course will provide new best demonstrated practices in many areas as individuals will become teams and will generate new organizational solutions.

A strategic view of “Project Management”-

- ✚ Strategic process for prioritizing complex organizational initiatives
- ✚ The importance of goal setting
- ✚ The generation of team alignment and individual focus
- ✚ Establishes empowerment and accountability

Personal reflection strategies for teammates-

- ✚ Creation of crisis intervention strategies
- ✚ Sharing gifts and talents
- ✚ Getting comfortable with feedback
- ✚ We can change our attitudes