

3 KEYS

CONSULTING

2435 CAMBRIDGE WAY – SHAKOPEE – MINNESOTA – 55379
612-202-2485 - ROBB@3KEYSCONSULTING.COM

Dear Organizational Leader:

Thank you for considering us for your next team development session. 3Keys Consulting was born out of a passion for people and organizational health development. For the past 25 years I have been developing and leading teams both as a corporate executive and a business owner of a retail company with more than 200 employees. In 2015 I met John Perry, a former NASA engineer turned consultant who had developed a powerful assessment device called the "JPEA" (Job-Person-Environment Assessment). John has been using and refining the "JPEA" tool in his own consulting work for more than 30 years. Together we have combined our collective experiences to develop many simple, executable solutions to help organizations develop and leverage new employee engagement strategies that **increase sales, profits, productivity and retention rates**. We work with sales teams, leadership teams, work groups and individuals to dramatically **improve performance**. Some of the most effective and efficient solutions that we are offering are our engagement workshops.

These workshops are proven to deliver results. Here are just a few of the outcomes you can expect:

- ✧ Increased **self-awareness**
- ✧ Enhanced **empathy** and **understanding of others**
- ✧ Establishment of **trust** between participants
- ✧ **Genuine communication** and **healthy conflict skills** development
- ✧ Development of **collaborative skills**
- ✧ Increased **clarity** around environmental factors impacting **engagement**

The following pages outline a ½ day or full-day engagement experience. We can also design custom workshops and learnings tailored to your specific needs and wants. Please reach out to me directly to learn more or to schedule a workshop.

Sincerely,

Robb Breeding
Founder and Chief Evangelist
3Keys Consulting

**“WE ARE AT OUR BEST WHEN WE ARE DOING WORK WE ENJOY
WITH PEOPLE WE LOVE TO ACCOMPLISH SOMETHING THAT MATTERS!”**

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Foundation Workshop



Audience:

- ✧ Executive/Leadership teams and boards
- ✧ Workgroups
- ✧ Committees
- ✧ Peer groups

Outcomes:

- ✧ Increased **self-awareness**
- ✧ Enhanced **empathy** and **understanding** of others
- ✧ Establishment of **trust** between participants

Time Commitment: 4 hours

This half-day session begins several weeks before the group comes together. Each participant completes a 3-part online assessment called the JPEA (Job-Person-Environment Assessment) that is

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designed to measure: individual work style preferences (Person Assessment); perception about the required, allowed, or expected behavior related to their job (Job Assessment); and perceptions about the organization's systems, procedures, and practices (Environment Assessment). The entire assessment takes about 30 minutes to complete. Each participant receives an individual copy of his or her assessment results and the aggregate results for the group at the beginning of the session. The group is then guided through a dialogue of discovery centered around the assessment results. This expert-led interaction ultimately leads to increased self-awareness, understanding and trust between participants.

Cost: \$1250 Plus \$250/assessment

One-on-One assessment review:

We offer one-on-one assessment reviews for individuals interested in taking a deeper dive into their individual results. This added benefit is offered at a substantial discount for all workshop participants.

Time Commitment: 50 Minutes

Cost: \$150.00

Energy Workshop



Audience:

- ✧ Executive/Leadership teams and boards
- ✧ Workgroups and Committees
- ✧ Peer groups

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Prerequisite:

- * Completed JPEA
- * Completed Foundation Session

Outcomes:

- * Application of **self-awareness, empathy** and **understanding** to solve problems
- * Deepening of **trust** between participants allowing for **genuine communication** and **healthy conflict resolution**
- * Development of **collaborative skills**
- * Increased **clarity** around environmental factors impacting **engagement**

Time Commitment: 4 hours

This half-day session is designed to follow the "Foundation Session," either on the same day or at a later date and time. The collective JPEA results are used to create what we call an "**Energy Map**" for the group. This "**Energy Map**" is a graphic display of the JPEA results that indicates how the individual team member is likely to experience his or her job within the organizational environment as he or she perceives it. Our expert consultants will take your team through a dialogue of discovery centered around the collective "**Energy Map**" and Energy Profile for the group. This interaction builds upon the previous session's outcomes, providing clarity and understanding of specific opportunities that are creating a "drain" on individual and the team engagement. Often times, these opportunities begin to resolve within the session. Direct learnings around collaboration, communication and healthy conflict are also woven into the experience.

Cost: \$1750.00

One-on-One assessment review:

We offer one-on-one assessment reviews for individuals interested in taking a deeper dive into their individual results. This added benefit is offered at a substantial discount for all workshop participants.

Time Commitment: 50 Minutes

Cost: \$150.00

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