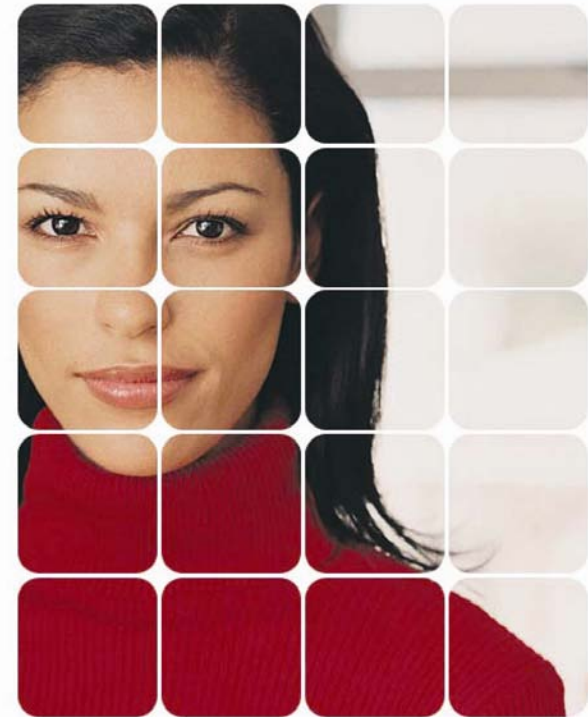


*Blended Learning that Develops Breakthrough  
Principles to Transformational Leadership*



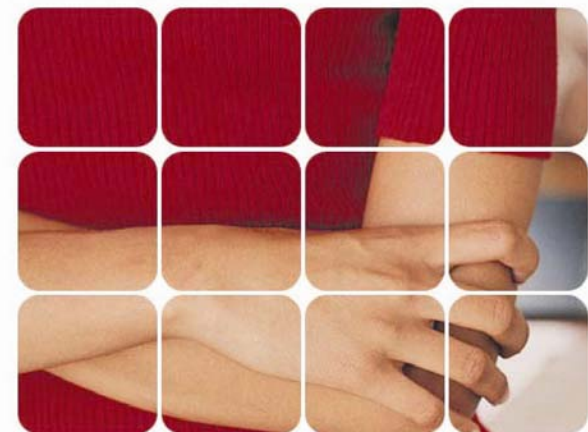
**Email: [Solutions@TheBisonGroup.com](mailto:Solutions@TheBisonGroup.com)**

**Website: [www.TheBisonGroup.com](http://www.TheBisonGroup.com)**



**The Bison Group®  
Enterprise People Solutions™**

**Integrated Talent Management Solutions  
Competency-Based Learning Applications**



# Enterprise People Solutions

## *Integrated Talent Management Solutions & Competency-Based Learning Applications*

**The team at The Bison Group helps organizations and institutions with managing their most important asset – their people.**

We provide the leading platform of scalable leadership and organizational behavior solutions for blended enterprise learning, collaboration, performance management, and talent management, as well as implementation, training, and consulting services.

### **Competency-Based Learning Applications**

Our Enterprise People Solutions (EPS) suite is a comprehensive Integrated Talent Management Solutions & Competency-Based Learning Applications platform designed to align people processes to organizational goals. Why Us? It is our mission to LeaderShape people to cause transformational change! It's that simple. We understand that leadership development and organizational behavior is a companywide responsibility stretching across all departments and functions. Constructed from four different offerings, EPS provides the tools and best practices for high potential leaders to blaze new trails into the future. The suite is aligned with the highest integrated solutions that deliver breakthrough principles to transformational leadership. It focuses on solving specific business challenges within an organizations operational business unit:

### **Shared – Platform, One Unified Solution!**

EPS offers a common platform that simplifies the development of a comprehensive human capital management solution by providing:

- A seamless user experience
- Simplified performance management reporting (assessment instruments)
- A common repository of people information, business objectives, and competencies

A common foundation means:

- Easier deployment
- Lower implementation costs

Our EPS business suite involves a rigorous certification process that is designed for anyone who is charged with developing talent, leading a team, or achieving growth – no matter what industry or discipline – integrating transformational leadership, organizational behavior, team building maneuvers, strategic planning & project management, diversity education, and performance management assessment instruments into one platform.



# Enterprise People Solutions Overview

## Prepare for professional success through the nation's premier leader for delivering "The Process of LeaderShaping" (Transformational Leadership and Organizational Behavior Training for personal enrichment and professional development):

Every U.S. Marine is a leader. They are taught to act decisively & make decisions in the midst of chaos. Leadership today requires professionals to be able to see through the corporate chaos and have the ability to inspire an "above & beyond" performance attitude, effect large scaled change and surpass growth & profit targets for their organization.

Inc. Magazine calls the intense Marine Officer Training, designed to strengthen both mind & body, "One of the finest corporate leadership schools in the world." **The Bison Group** is a team of U.S. Marines, turned business professionals & industry specialists, who utilize the distinctive & confident qualities found in successful leadership environments. We understand the criticality of effective "relationship management," as the engine that drives excellence to the people!

Our Enterprise People Solutions suite brings a diverse perspective into the training room that makes competency-based learning non-traditional, interesting & fun.

With Bison's EPS suite, you'll take the first step in advancing your career as you become specialists in the 21<sup>st</sup> century's most critical business methodology known as LeaderShaping. The process of LeaderShaping, integrated as an essential tool, is critical for a successful strategic execution plan: The alignment of people behind a strategy. Incentives do not in themselves create alignment, but re-developing the posture, purpose, and alignment of soft-skills across the organization by establishing a culture of trust, commitment, and a fair strategy-formulation process, will result staggering outcomes! The LeaderShaping process improvement methods help to focus value-based strategies to:

- Achieve personal-organizational mastery and rigor to win in competitive environments
- Build your transformational resilience
- Improve customer satisfaction through effective coaching to your people
- Advance product and service quality
- Drive performance management for business results
- Develop environments of trust for improved command and control
- Reduce waste and costs
- Increase speed and efficiency

Our Enterprise People Solutions suite identifies talent management as a business strategy and NOT an HR strategy. It instructs how to use execution methods from the United States Marine Corps in business, education, health care, government and community relations, Not-for-Profit and faith-based organizations, and service-related industries. The suite's design is to improve, redesign, and implement efficient, people-centric business processes. LeaderShaping strategic principles-based methods will change how you build relationships with your people and manage your business to sustain positive change and growth into the future. The suite's processes provide the tools to make reality-based decisions and require a significant commitment from all levels within an organization, especially at the top levels.



## LeaderShaping Learning Suite (Personal Mastery)

Sustainable Leadership Development: Leaders rise to optimal levels of greatness when they develop dynamic methodologies and strategies for dealing with change. Why do so many leadership initiatives fail? Although employees might like attending outside training, all too often, the real objective of creating measurable change across an organization's entire leadership community is not achieved. An effective learning program involves an equation that includes the ability to scale to all employees while delivering a highly engaging experience that influences them both personally and professionally. Personal and communal betterment are essential through the concepts of people, process, product, and productivity; the four dimensions of process improvement and leadership growth through change.

Looking through a lens of personal and professional excellence, the "LeaderShaping Learning Suite" (certification available) process is specific to the "Individual Personal Mastery" (what-is: theory) conceptualized approach to achieving effective HumanSigma. The design is used to highly engage participants with leadership and organizational behavior skills training, and rewards leaders who can adapt and execute skillfully, rather than follow out-dated routines that deliver inadequate results. Participants learn how to integrate LeaderShaping's process and methodology to:

- **LEAD** an organization with strength and confidence;
- **THRIVE** as a team across units and departments;
- **THINK** creatively, strategically, and with transformative thought;
- **MEASURE** an organization's determination, commitment, and innovation; and
- **CONQUER** challenges with a refreshed perspective to win in all you set out to achieve!



The methodology instructs on the "what-is" (theory) and the "how-to" (practice) within the discipline of LeaderShaping. The Process of LeaderShaping is used to increase the capacity of human behavior and inspire positive organizational behavior within a system. It provides an introduction to process management, the basic tools of strategic-execution, and HumanSigma, providing participants with a stronger understanding of the drivers that stimulate individuals to take the journey from "effectiveness" to "greatness" in finding their voice. **The LeaderShaping Learning Suite Requirements Include:** successful completion and understanding of the Breakthrough TTI Performance DNA™ Assessment instruments and gaming application banks. Program completion is approximately 30-hours.

### What it covers:

Module One: What it means to be LeaderShaped? Program Overview and Executive Summary | Module Two: The Haunting of Success: The Journey Begins...Transformational Thinking & Acknowledging the Fear of Change | Module Three (Two Part Class): Leadership and Organizational Renewal – Part 1 | Your Breakthrough begins a Break-With: HumanSigma & "Defacto 360° Protocol" – Part 2 | Module Four: LeaderShaping Principled Leadership: The Shifting Manifestation | Module Five: Gaming Theory: What Is It (what-is)? | Module Six: Understanding DISC Profiling, Influence on Individuals, and Impacts to Environments | Module Seven: Fitting the Pieces Together (The Art of Detachment Publication: Preface through Chapter 4) | Module Eight: Gaming Theory: Application (how-to) | LeaderShaping Overview – Team Development Exercise: Coach Carter & The Game: 300 | Module Nine: The Holocaust Experiment (Team Exercise) | Module Ten: Gaming Theory: Have You Been Pretexting?



# LeaderShaping Performance Suite (Organizational Effectiveness)

Sustainable Organizational Execution – A Framework to Successful: The “LeaderShaping Performance Suite” (certification available) focuses on organizational behavior to achieve systems effectiveness. Organizational Behavior is an important field of study for leaders and managers alike to understand the key principles about how people behave in organizations. This suite can help make you a more effective co-worker, team member, and organizational citizen. Organizational behavior is the study of how individuals relate in the workplace, and how group and organizational structures affect individual behavior. The suite is organized around these three levels of focus: individuals, groups (or teams), and organizations. The course begins at the organizational level discussing culture, which is the basis for much of what happens in organizations. Senior faculty members will then go back to the individual level with topics such as personality, interpersonal perception, values, ethics, and motivation, followed by how individuals fit together into groups and teams. Finally, the suite discusses organizational change, and examines how the concepts at all three levels fit together. This suite requires participants to apply their communication, teamwork, critical thinking, and information synthesis skills in many different ways.

The LeaderShaping Performance Suite is designed to provide instruction for learning what is really needed to create a truly effective leadership initiative that builds the “Organizational Professional Mastery (how-to: application)” aspect and behavioral strength of the people responsible to lead. Ultimately, it helps individuals achieve their business and professional development objectives. The suite explores the key criteria – shifting from a training event to a learning process, moving from limited audiences to a broader leadership community within an organizational environment that measures both the individual learning and the business results.

**The LeaderShaping Performance Suite Requirements Include:** successful completion and understanding of the Breakthrough TTI Executive Assessment, Workplace Motivators, Task Quotient instruments and gaming application banks. Program completion is approximately 40-hours.

## LeaderShaping Performance Suite Objectives

- Describe specific theories related to perception (diversity education – building flawless meritocratic systems), motivation, leadership, job design, and organizational change.
- Demonstrate effective teamwork behaviors (e.g., participating in activities, attending meetings, resolving conflict, completing mission essential tasking procedures in a timely manner).
- Understand the role of ethics and social responsibility in organizational behavior.
- Describe and evaluate methods of motivating and rewarding individuals and teams.
- Identify appropriate decision-making tools and models for various circumstances.
- Integrate individual, group, and organizational level concepts – understand how to use the “Four Laws within the Morale Constructs Strategy.”
- Identify, find, and evaluate applicable lessons from white papers on specific topics related to organizational behavior.
- Identify the organizational behavior concepts and theories present in real business world examples.
- Clearly communicate, both orally and in writing, opinions, findings, and supporting logic to a variety of audiences.



## LeaderShaping Talent Management Suite (Building GREAT Teams)

Finally, a credible talent management suite that builds GREAT teams and understands the criticality of people working towards a shared-vision to achieve a common set of goals and objectives using one voice-one action! The “LeaderShaping Talent Management Suite” is broken into three solution-centric learning paths. The first focuses on charting the path of organizational politics. There are six essential identifiers to the change process that aligns people with navigating the tough political climate (workplace, community, and home life) into which change is being introduced. The first part is essential for moving into the second segment. The second goes into the HOW: How to build and manage the process of teams using a model derived from the U.S. Armed Services. This learning suite provides a road map that builds a dynamic Future Picture for any situation. The model promotes accountability, character, integrity, and execution. This process also identifies how to integrate the U.S. Marine Corps “SMEAC” process (Situation, Mission, Execution, Administration & Logistics, and Command and Signal) into team-led environments. SMEAC effectively manages strategy and business process in competitive environments. It provides the fail-safe for overcoming the failures in GREAT teams – *Friction, Uncertainty, Fluidity, and Disorder*. The third learning path is designed to equip organizations with the essential traits of GREAT team players.

Learn how to build and strengthen your team dynamics and interpersonal communication skills, stay in control of any situation that your team encounters, and manage your responsibilities with tact, poise, and polish. This suite outlines the secrets to thinking on your feet while maintaining control and knowing just how to develop a shared-vision across team-centric environments! The suite offers a strategic lens for building GREAT teams and lays a foundation for excellence by providing a Paradigm of Choice.

The challenge with motivating people is that each person is different. They come from different backgrounds, speak and think differently, act and react differently, and most of all, each person has a different agenda. The critical part to building dynamic teams of individuals that all share the same vision is to get them to understand their survival ultimately depends on their success as a unified front. How do you stimulate change and own it as a requirement for transitioning your life, relationships, teams, or organizational development? The answer is found in this awesome suite. **The LeaderShaping Talent Management Suite Requirements Include:** successful completion and understanding of the Breakthrough TTI Team Building Maneuvers Project and gaming application banks. Program completion is approximately 45-hours (extensions available).



### LeaderShaping Talent Management Suite “Six Guiding Precepts”

Becoming the great team is not only a tough task, but frequently, you will run into the naysayer – the individuals who buck the system of change – that is, until you are proved successful. But as this segment of the platform suggests, the art lies in your ability to overcome resistance to change that develops new paradigms for winning as a great team. Participants learn to become “Champions” responsible for taking the necessary risks along with the team. A great many of these risks will have to do with innovation. However, leading innovation is not difficult; Champions simply integrate the rules outlined within the suite’s process to understand the following: *Knowledge (benefits), Information (features), and Wisdom (value)*. The rules are:

- Purpose & Repetition
- Speed & Surprise
- Security & Simplicity

## LeaderShaping HumanSigma Suite (The Suites Combined)

The LeaderShaping HumanSigma Suite is designed to help participants acquire the knowledge and skills to perform more effectively and grow in today's global, multicultural work environment. Its design is specific for experienced management consultants and human resource professionals, but is open to anyone in a leadership and management role. With a significant focus on organizational effectiveness, this suite combines all of the offerings from the entire relationship management platform to equip participants with the tools needed to identify limitations in current work processes, management approaches, and team building practices.

Our LeaderShaping HumanSigma Suite, based on the "LeaderShaping SMEAC Inventory," delves deeply into the "Five Practices to LeaderShape an Exemplary Leadership Signature":

- Tactical-Philosophy: Modeling the Way
- Fearlessness: Challenging the Process
- Guiding Precepts: Inspiring a Shared Vision
- Strategy-Execution: Enabling Others to Act
- Future Picture: Encouraging the Heart

**The LeaderShaping HumanSigma Suite Requirements Include:** successful completion and understanding of the "Five Practices to LeaderShape an Exemplary Leadership Signature" and test banks. Program completion is approximately 60-hours (extensions available).

The suite is unique and blends hands-on experience and an integrated set of state-of-the-art concepts and tools for leading innovation, change, and organizational renewal. Through the in-depth analysis of real-life examples, participants explore the ways for organizations to successfully transform themselves. They learn to anticipate shifts in competitive demands, respond proactively to service and change, and effectively manage innovation for both today and tomorrow. Specifically, participants learn to:

- Apply the five practices of exemplary leadership to current work environments
- Develop real commitments and action plans for implementing change
- Develop internal communication networks, as well as "product championship" skills, to drive innovation and change
- Embrace strategic experimentation and learning without risking financial jeopardy
- Analyze how disruptive organizational behaviors (workplace motivators) are threats to today's business – and how to take advantage of these opportunities
- Diagnose and manage organizational culture and cultural change, while understanding leadership strengths and weaknesses
- Assess leadership styles and senior team characteristics and their linkages to innovation and change
- Build a shared vision of success and a common vocabulary around the organizational change initiative for absolute renewal
- Implement both incremental and discontinuous organizational changes associated with innovation streams of transformational leadership and finally, create "*ambidextrous organizations*" that drive innovation



## Achieving and Receiving Certification

After successfully completing all of the requirements, performance management assessments, project management assignments, team building assignments, and critical thinking mazes, you will receive a “Letter of Acknowledgement,” a “Memorandum of Understanding,” and a “Certificate of Program Completion.”

The certificate our participants receive is ready to be framed, professionally stamped, is issued by the Bison Group Corporation, and will footnote a certified “Leadership & Organizational Behavioral” specialists signature that gives employers and professionals the understanding that you have the core business knowledge, organizational understanding, and business process management strategy to increase performance capacity and take on broader leadership responsibilities to increase value to their organizations.



However, we highly encourage you to provide your current employer and organizational leadership with a copy of your Letter of Acknowledgement. The Letter of Acknowledgement is a much more detailed listing of the skills you have learned, and upon their request, the letter can be faxed to your current/future employer, by us, for further verification.

### How Will My Organization Benefit?

Our Enterprise People Solutions Suite, including the certification process and the direct “hands-on” experiences from the field, are a significant investment for both you and your organization. Going far beyond the basic transmission of skills and theories, each program provides applicable lessons in the classroom that can be implemented successfully within your organization. You will acquire a fresh and global perspective on business, leadership, and positive organizational behaviors from our groundbreaking curriculum that is designed to LeaderShape people for transformational leadership and change. Our world-renowned faculty, in collaboration with some of the top universities across the U.S. proves our commitment to incorporate an accomplished group of elite peers to help further your experiential learning experience.

Contact us today and be sure to request a copy of our guidebook that compliments our Enterprise People Solutions Suite, “**LeaderShaping People and Transformational Change:**” The essential guide for building your transformational resilience, providing the needed coaching to your people, and driving performance management for business results. You will not be disappointed!

To begin using our Enterprise People Solutions Suite, contact us today at:  
**Solutions@TheBisonGroup.com**

