

PROGRAMS



A training company steeped in excellence – who is better to train future leaders than the leaders of today? The Bison Group, using its flagship “LeaderShaping” process, has a long history of tradition and rigor, innovation, courage, and discipline of excellence. Made up of U.S. Marines turned business professionals and industry specialists, the team’s commitment to discovery has translated from the battlefields into enduring contributions to the marketplace.

Program Type		Focus & Overview
Leadership & Organizational Behavior	LeaderShaping the Leader in You! Executive Leadership & Performance Management † Publication ‡ White Paper ☒ Multi Media Experience	Through an enhanced understanding of the motivations and attitudes that drive you, you become more purposeful and effective as a leader by recognizing what fundamentally drives people and connecting those drives to corporate and business objectives. This experiential program, taught to examine the drivers and comprehensive understanding for what makes a leader, is designed to help you escape the yoke of outdated paradigms and tap into your own leadership potential – using U.S. Marine Corps leadership tactics to win in any competitive environment.
	LeaderShaping People and Transformational Change ‡ White Paper	Who Is Better To Train Future Leaders Than the Leaders of Today? The business world is quickly realizing potential leaders are a major asset. Taking that potential and developing it is highly desirable. This course is designed as a tool to initiate and maintain the relationship necessary to create leaders from leaders. With dedication from both the facilitator and the protégé, the instruction will guide participants through various steps to ensure it follows the right path that will benefit all parties. This course provides a great resource that will help the leaders of today develop the leaders of tomorrow.
	LeaderShaping TIME P.L.U.S. Managing Workplace Priorities! † Publication ‡ White Paper ☒ Multi Media Experience	Learning to managing workplace priorities, this course is designed to identify time wasters that may impact your overall time use effectiveness. Possible causes and solutions will serve as a basis for creating an effective plan for maximizing your use of time in the workplace and increase your PERFORMANCE. There are six areas to learn how to measure and improve time management issues and workplace behaviors. Many of them emphasize the need for situational awareness, sensitivity within your people, and instruction on the study of “Organizational Behavior.” This course uses time management very well to achieve this task.
	The Art of Detachment: 25 Strategies for Organizational Effectiveness † Publication ‡ White Paper ☒ Multi Media Experience	The course provides management techniques as a comprehensive knowledge paradigm used for leading and navigating through tough waters from a three-tiered approach: the individual, the team, and the organization. The information can be used as a strategic guide for refreshing, developing, and/or reengineering the focus of management principles for winning by making satisfying decisions that contribute to valuable “agents of change” in today’s rapidly changing marketplace.
	Managing Performance Priorities: Guiding Self-Management with Effective Communication	Managers today have a long list of responsibilities beyond the primary task of managing a team of employees and their performance, causing less focus on working toward goals as a team. Without clear and consistent communication, employees struggle with self-management. As the fast-paced workforce puts a strain on time, how can we ensure communication doesn’t take the hit? This course, Managing Performance Priorities, is the solution for managers and employees to stay connected and work effectively as a team.

<p style="text-align: center;">Leadership & Organizational Behavior</p>	<p>The Art of Delegation: Institutionalizing Effectiveness to Optimize Performance Management</p> <p>LeaderShaping Fit Series</p> <p>LeaderShaping Sexual Harassment: Why it happens and how to limit the environments it resides. (2008 Release)</p> <p>☒ Multi Media Experience</p>	<p>Delegation is accomplishing organizational purposes through the proper deployment of people. Defined in this way, delegation is nearly synonymous with leadership. This course is intended for first-line supervisors and managers who have had experience delegating assignments or responsibilities to their direct reports. Participants will learn the eight steps that enable supervisors and managers to delegate effectively. Also, they learn to assess their attitudes and current practices as delegators and, through experiential activities, explore how to communicate effectively.</p> <p>The LeaderShaping FIT Series provides clients who only have limited time with an opportunity to customize their own program (1day -multi day) from the core elements of the LeaderShaping program concepts to fit their own needs.</p> <p>Imagine a workplace that is “permeated” with unlawful actions leading to unhealthy conditions? This course provides a shift in thought in the distinction between “sexes” and “gender.” Powerful and distinctive in nature, the instruction examines the “what-is” as it is understood within the proper social roles, language, and behaviors for men and women in the workplace. The distinction between the two focused perspectives are products of historical, psychological, political, philosophical, and cultural factors that are not easily understood, changed, or overcome by individuals or business.</p>
<p style="text-align: center;">Performance Management – The Breakthrough TTI Series</p>	<p>Outcomes-Based Assessments: Increasing Workplace Performance Management</p> <p>‡ White Paper</p> <p>LeaderShaping Task Quotient “LTQ:” Understanding the 3 Dimensions of Motivation</p> <p>Success Insights Series Leveraging Talent in the Workplace</p> <p>☒ Multi Media Experience</p> <p>LeaderShaping Executive Peak Performance</p> <p>‡ White Paper</p>	<p>This program gives participants opportunities to learn the theoretical and practical perspective behind outcomes-based performance assessments and how to employ them for best practices in the workplace. The instruction focuses its tools on a solution-centric approach for developing plans to include process improvement strategies that increases performance management for leaders in-and-out of the workplace.</p> <p>The LTQ program is a hands-on, fun, and innovative simulation designed to quickly allow people to understand what truly motivates them and provide the tools that structure their daily activities to maximize their job satisfaction. A total combination of 3 tasks: routine (repetitive), troubleshooting (problem solving), and project (planning) tasks, performed collectively produces immediate results and offer repeatable processes they can use to improve future project planning and execution.</p> <p>Computers Have Manuals; Why Not People? Talent is a combination of many factors, one of which is behavior! The key to successful talent management and personal growth is knowledge of each individual’s unique behaviors. With this knowledge, people can be effectively coached by maximizing strengths to achieve the organization’s goals. This course applies the results of our assessment-based management-staff process that creates improved morale, increased productivity, personal development plans, and win-win situations for everyone involved.</p> <p>Talent is a combination of many factors, one of which is behavior. Interacting effectively with individuals of different backgrounds marks the difference between success and failure within an individual’s personal and professional life. Effective interpersonal interaction begins with an accurate perception of oneself to effectively coach people for company.</p>

<p style="text-align: center;">Performance Management – The Breakthrough TTI Series</p>	<p>Interviewing Insights: Attracting, Retaining, and Developing Desirable Talent</p> <p>De facto 360° LeaderShaping the Six Values of Action and Performance</p> <p>† Publication ☒ Multi Media Experience</p> <p>Managing for Success – Excellence For Learning “ELF” Series</p> <p>ELF – Educator Version</p> <p>ELF – Student Version</p> <p>LeaderShaping Sales Professionals “LSP”</p>	<p>This course provides executives a greater knowledge of themselves and others, leading to enhanced performance. The instruction yields critical benefits in several areas: (1) identifies how executives tend to approach problems and challenges; (2) target characteristics that move an executive from a “manager” to a “leader;” and (3) offers strategies for communicating openly, ethically, and directly to get the desired results within the organization.</p> <p>This course is the perfect solution to reduce turnover and increase associate development within the organization. The instruction is highly targeted for positions under \$20 per hour and delivers pre-screened, pre-qualified applicants to the organizations doorstep and internal working projects.</p> <p>LeaderShaping the “WHY” Behind Your Behaviors & Actions: What is it that motivates you to take action? What is the source of your desire to become involved in certain activities - or to avoid them? Why do you behave in the manner you do? The answers lie deep within this instruction that demonstrates your unique set of personal interests, attitudes and values. These powerful motivating forces, six world-views used for fulfilling the inside of “you” largely affect how you behave and how others perceive you. Identifying them is important to understanding what makes you effective, satisfied and personally successful.</p> <p>This course focuses on the role of the teacher who goes beyond “teaching” his/her subject matter or ensuring that goals are fulfilled on schedule. We understand the teacher as a role model for how individuals interact with each other. This instruction provides the benefits as followed: to increase the individual’s awareness of his/her natural behavioral tendencies; to help the individual understand and appreciate the different styles of behavior and how these differences impact the total school climate; and to help the individual develop a plan for adapting behavior to better meet the needs of all students.</p> <p>This course focuses on the student version and introduces the student learner to how he/she likes to communicate, the types of activities he/she likes, and offers guidance for improving study habits that ultimately influences greatness as they enter into the marketplace. It can serve as a tool for increasing the student’s self assurance – the more self assurance that a student has, the more he/she will be able to handle the demands of life, in and out of the classroom as well as interactions with friends and family.</p> <p>DEFINING UNIQUE SELLING STYLES: In today's competitive marketplace, success in selling is more challenging and requires a higher level of skill. Our “LSP” course is specifically designed to provide customized solution-centric reporting that give the sales professional a broad understanding of his/her natural sales style. The instruction demonstrates, analyzes, and details the type of product they prefer to sell, how they handle sales presentations, as well as how they close and service their accounts.</p>
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<p style="text-align: center;">Diversity Management</p>	<p>Diversity Management: Facing the Giant! Building Flawless Meritocratic Systems (Part I)</p> <p>† Publication ‡ White Paper</p> <p>LeaderShaping the CRASH of Life! (Part II)</p> <p>† Publication ‡ White Paper ☒ Multi Media Experience</p>	<p>Facing the Giant! The first part of the series looks at Positive Organizational Behavior “POS” through a lens of personal and professional growth. Although leadership is paramount, no form of leadership is effective without having an effective group of culturally competent individuals around you that you can count on for meeting the task set before them. The instruction defines “cultural competence” as a set of congruent behaviors, attitudes, and policies that come together in an organization or among individuals and professionals and enables a system and its interpersonal relationships to effectively work in cross cultural situations. The instruction then looks at it through a lens of “operations,” defining “cultural competence” as the integration and transformation of knowledge about the individuals and teams into specific standards, policies, practices, attitudes, and behaviors used in appropriate cultural settings to increase the quality of services; thereby producing a more effective product or better outcomes.</p> <p>The second part of the series offers a comprehensive look at the topic of “diversity” when building towards an “Operational Excellence” (OppEx) perspective for the individuals, the teams, and the organization. It tackles the topic as a prominent disposition upon making a decision to integrate “flawless meritocratic systems: microinequities -versus- social intelligence.” A comprehensive approach, the instruction examines the inherited social systems which unfairly advantage some, and limits others (progress based on ability and talent rather than class privilege or wealth) and presents a comprehensive viewpoint and solutions for interaction with significant beneficial outcomes. The instruction provides a lens of multiculturalism to stimulate the processes that moves organizations and teams into greatness; a significant interpersonal skill set that grows performance management at every level of human endeavor.</p>
<p style="text-align: center;">Project/Change Management</p>	<p>LeaderShaping Flawless Execution: The “SMEAC Challenge”</p> <p>† Publication ‡ White Paper</p> <p>Flexibility & Leadership: (For Women, By Women)</p> <p>† Publication ‡ White Paper</p> <p>1Highly sought after course by professional women/ women leaders!</p> <p>1Building Great Teams: Charting the Path of Organizational Politics</p> <p>1The most sought after course by our clients...</p> <p>† Publication ‡ White Paper ☒ Multi Media Experience</p>	<p>Our legendary high-energy, multimedia, interactive leadership and organizational behavior event designed to equip organizations with the basic principles of Flawless Execution. The program is designed to identify critical issues associated with project-management, understand how to use appropriate tools in managing a project, and learn/practice the U.S. Marine Corps’ SMEAC protocol to manage mission objectives.</p> <p>One of the more intense sessions in the process, this course explains what it means for women to ride the “Elevator of Achievement” that models the future. It overcomes the fear for accepting a need to change, offering various perspectives of influence that increases performance to optimal levels. The instruction examines: change, visionary leadership, the practice of corporate and social responsibility, strategic thinking and planning (bridging theory-practice), and the ability to achieve a successful paradigm to win using the discipline of 9TH Floor Leadership.</p> <p>Building great teams requires your ability to understand how to navigate organizational politics as the essential task to achieving effectiveness and the results they influence. in the 21st century leadership directs the steps that navigate the way of the maze in the workplace. To gain and maintain the sponsorship of your key influencers, management and the enthusiastic support of key associates, you need to know how organizational politics affects great teams, business decisions and the results that follow – you must see the organization behind the organization. But how? Here’s a starting point.</p>

Team Building Maneuvers	Building Great Teams Using the Morale Constructs Strategy † Publication	This intensive program is designed to equip leaders with learning the “how-to” in building and strengthening 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. It also helps leaders and their teams with building organizational strategy and connecting it to powerful execution processes – perfect for discovering and clarifying team strategy, team execution, and team relationship building as a significant initiative rollout.
	LeaderShaping High Values for Change † Publication ☒ Multi Media Experience	For teams that want to achieve peak performance or teams struggling with execution due to challenges within the communications aspect, this program will help you get to the root causes of exhausting performance (behavior, personalities, interests, attitude, and values) challenges and achieve the kind of results you are striving to achieve. This program is key for establish rapport, trust, and credibility within the team relationships; each used for finding a voice and become equipped to assist others to find theirs.
	The LeaderShaping Conflict Management Program: A Five Part Series ‡ White Paper ☒ Multi Media Experience	<ul style="list-style-type: none"> ▪ Conflict within the Workplace: A Snake Under the Rug ▪ The Root Causes of Workplace Conflict - Sometimes "Systemic" ▪ Conflict Management: An Essential Ingredient for Growth ▪ Top 10 Conflict Management & Communication Skills: Learn Assertiveness in 5 Simple Steps ▪ Conflict Management in Workplace Teams: 5 Ways to Capitalize on Healthy Conflict and Make Better Decisions

2008 Newly Integrated Courses

Organizational Execution (OrgEx): Planning and Managing the 25 Integrated Strategies for Institutional Change™
Achieve professional mastery and lead change into becoming a positive force! Change is inevitable, progress is not. When a transition is needed within an organizational system, in most cases, there seems to be a prevailing disconnect of the broader knowledge “why” new systems and constructs are needed. The “OrgEx” course provides 25 integrated strategies to be used for change in developing the learning organization. The management techniques outline a comprehensive knowledge paradigm for leading and navigating through tough waters from a three-tiered approach: the individual, the team, and the organization. The information and lessons can be used as a strategic guide for refreshing, developing, and/or reengineering the focus of management principles for winning by making satisfying decisions that contribute to valuable “agents of change” in today’s rapidly changing marketplace. ‡ **White Paper**, ☒ **Multi Media Experience**

The Seven “T’s of Oz” to Your Personal Transformation

Helping individuals create positive change in their lives while being entertained, this course was developed from one of our film classics, Frank L. Baum’s 1939 adaptation of “The Wizard of Oz.” This session offers a valuable and entertaining perspective for anyone seeking changes from the status quo and who wants to learn how to experience such change by integrating seven focus-centric principles to demonstrate how to make significant deposits – personal prosperity – into life. † **Publication**, ‡ **White Paper**, ☒ **Multi Media Experience**

The 50 Leadership Reasons for Change

The time is now to retune, redefine, refresh and/or rediscover the organizational culture that you are currently working! This program is established to help key organizational decision-makers become effective leaders able to work collaboratively toward meaningful transformative change. Participants in this program will learn more about themselves and their organization, about the complexities of change, and about issues at the heart of the specific industry of practice. They will gain the knowledge and develop the skills necessary to being effective agents for change – true Champions of Change – in times more and more often required across all types of leadership platforms. ‡ **White Paper**, ☒ **Multi Media Experience**

Program Management Specialists – Developing OE&L | Chief Learning Officer for HR Measurement and Metrics Behaviors and the Bottom Line: An Innovative Approach to Identify High-Value Leadership Behaviors. In an effort to impact “employee recruitment and retention,” developing an internal and external pipeline of talent and managing its outcomes is critical to the lifeline of the organization. In this session, you’ll identify the criticality for developing a lead Chief Learning Officer who leads the effort to build the leadership pipeline through cutting edge selection, development, and retention practices. Translates business needs into short-term action plans and long-term strategies. ‡ **White Paper**

Building Great Teams – Building and Managing the Process: Lead, Develop & Strengthen Your Team for Maximum Performance. During this two-day comprehensive offsite session, learn first-hand from the “Skipper,” a United States Marine turned business professional and published teamwork expert, Damian D. “Skipper” Pitts, how to chart the path of organizational politics, build and manage the process of teams, identify the essential traits of a GREAT team player, and assemble and sustain winning teams across organizations for achieving the competitive advantage that wins. Join an exclusive group of professionals as Skipper leads his interactive and profound discussion on the theory of “Building GREAT Teams,” the process of strategic-execution that defines posture, purpose, and alignment in developing the team’s future picture, and case-study analysis. Its purpose is to provide an opportunity for a leadership team to assess their organization’s overall health, including their team’s cohesiveness, and to identify specific action items for immediate team improvement.
† Publication, ‡ White Paper, ☒ Multi Media Experience

Strategic-Execution (OrgEx) Team-Centric Project Management

Get dynamic perspectives on project management using proven methods from the United States Marine Corps “Officer Candidate School” in this comprehensive course. Every year, companies invest an extraordinary amount of time, money and effort into the creation of the perfect strategic plan; a well-planned road map to success – yet, few companies actually reach their destination – this is no longer the case! This program provides an enriched perspective to tasking and gives you three-five days of knowledge and practice for managing projects at the team level effectively. You’ll learn project management skills through third party case studies, well crafted hands-on exercises, and practical experiences that can immediately be applied to your workplace for optimal results. Using the Strategic-Execution approach to your project management needs yields a comprehensive project management experience, including the early stages of defining project requirements (Designing the Future), developing work breakdown structures (Targeting for Success), project change control (Campaigning to Win), and closeout (Finishing with Finesse). ‡ White Paper, ☒ Multi Media Experience

Why Not Ask the Job to Talk? Organizational Behavior is a companywide responsibility, stretching across all departments and functions. Business everywhere is seeking better ways to secure the necessary talent for their overall success. But, what talents does a job require to maximize effectiveness for superior performance? Only the job can answer this question, so why not let the job talk and you do the listening! This tool is designed to indicate unrealistic expectations of the job, simply if the job can talk what would it say about the position you are in and the individual chosen for the position. Especially in today’s fast paced changing environment where the ultimate goal of doing more with less has become paramount. This causes people, in some cases, to define a job in a manner that requires them to become all things to all people. When this happens, the reciprocal relationships between the environment and an individual’s behaviors quickly become strained, exhausting, and presents opportunities for conflict. The tools provide a value to the participant to gain an understanding for avoiding such an occurrence. When this happens, an opportunity is offered to re-define the job so it is more realistic and will encourage specific and greater successful outcomes for the position. ‡ White Paper

These courses, all 1-10 day customized sessions, are designed for anyone who is charged with developing talent, leading a team, or achieving growth – no matter what industry or discipline. They promote people-centered management practices from our blended learning/ relationship management platform, known as the “Enterprise People Solutions Suite.” Their design engage participants with skills training that reward leaders who can improvise skillfully, rather than follow out-dated routines that deliver the same results. These programs are “not” business as usual and offers a highly stimulating “leader-to-leader” professional development series for the 21st century and beyond!

Overall Program Benefits

- ✓ Learn to **LEAD** your 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!
- ✓ Discover a greater sense of critical importance in your leadership ability while learning from “The Art of Detachment Project” and “The Building Great Teams Project” to gain more satisfaction from your performance and the performance of your organization and team.
- ✓ Become a Champion of Change who encourages innovative thought and behavior. Discover the power of the Morale Constructs Strategy’s focus-centric laws that works as a strategic weapon against the strategic vulnerabilities in organizational leadership.
- ✓ Develop the vision and power of emotional and social intelligence – leading with a healthy and wise demeanor through a shared-voice for individuals, teams, and organizations.
- ✓ Motivate action at every level, and influence even the toughest executives, customers, and stakeholders.
- ✓ Understand how to use Organizational Behavior “OB,” Transformational Leadership, Team Building Maneuvers, Strategic Planning-Execution and Project Management Initiatives, Diversity Education, and Performance Management Assessments to increase overall performance – people and systems – across the workplace.

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