

Customized executive leadership development focused on building world class teams and organizations

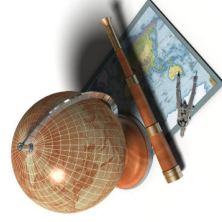
FOCUS AREAS:

All programs are custom-tailored to your needs, but will highlight one or more of these key aspects shared by great teams:

- **Trust** : the components of trust, establishing and maintaining it and why it is essential to success
- **Self awareness and perception:** understanding how perception defines reality and improving perception, observation, and self awareness skills
- **Commitment:** defining, developing, handling breakdowns and expectations
- **Action Communication:** simplified best practices for clear coordination of action and preventing breakdown
- **Complaining for action:** How to deliver feedback and praise effectively
- **Team interaction standards:** The importance of having agreed to principles. Examples from top performing teams and key elements of these standards will be shared
- **Leadership:** The essential elements for developing leadership capacity

Also ask us about management consulting services to businesses and organizations of all sizes:

- Operational excellence:
 - 7-Wastes, 5S
 - Metrics
- Quality systems
- Understanding customers
- Opportunity analysis
- Risk analysis (FMEA, etc)
- Decision making
- Marketing



VICTORY TEAMBUILDING

CUSTOMIZED EXECUTIVE LEADERSHIP AND TEAM DEVELOPMENT

MANAGEMENT CONSULTING SERVICES

Delivering Value to Your Business



Victory Teambuilding and Executive Coaching

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A WORLD CLASS TEAM IS WITHIN REACH!

A common mistake of executive managers is to gather a team of experts and expect the team to gel and achieve world class performance on their own. **It just doesn't happen!** At Victory Teambuilding, we specialize in helping leaders take groups of highly talented individuals and create teams that deliver- not just good results, but world class results. *Results that redefine success!*

Our programs are founded on the following principles:

1. Leadership is a skill which can be taught and improved in anyone open to learning.
2. Clear communication and effective use of language is critical to success.
3. All teams can be brought to a higher level of performance if the team members so choose.

ABOUT THE COACH

David Grote is an experienced leader who has conducted team building and leadership skills workshops for leaders at many levels of management. In addition to being a coach, David has management and leadership experience from years in the biopharmaceutical and hospitality industries. David lives in Rhode Island with his wife and two children.

COMMON CHALLENGES

A new team forming: We can help accelerate through the “Forming, Storming and Norming” phases of team development faster and get to “Performing” at a high level.

A new leader on an existing team: Navigate the challenges of this situation with finesse!

Changes to team membership or responsibilities: We can help you continue to deliver peak performance in times of change.

Interpersonal problems within teams: We can help drill down to the root causes and help drive resolution and get back on the road to performance.

Mood and morale issues: Times are tough, and many companies are struggling with employee mood, morale, and motivation.

We can help you define a vision for success that will inspire confidence and deliver world class results, and have fun while doing it!

After your program, we provide a customized team analysis and profile based on our observations, with our recommendations for next steps to ensure your success

PERSONALITY ANALYSIS

We can assist you with getting personality evaluations done on your team. These can be great ways to improve team members' self awareness and team interpersonal awareness as part of any of our programs.

PROGRAM CHOICES

Luxury Sailing: As our photo suggests, we love combining leadership development and teambuilding with sailing aboard one of our classic Hinckley Yachts. The experience of sailing in New England or the Caribbean is one your staff will never forget- and can be a transformative experience for your organization.

Conference sessions: Sailing is not all we do! We have a wide selection of structured activities that can make use of any space for learning and team development. A combination of presentations, discussions, and physical exercises deliver effective learning that will stick with your team and improve performance long after the event.

Custom Sessions: We can work with most any other group or idea- including ropes courses, racing, climbing, or creative sessions. Our messages and techniques translate into any teambuilding activity well.

REASONABLE RATES

We focus on delivering value to your business. Our programs and consulting services are affordable and will deliver far more in ultimate savings to your organization than they cost.

CONTACT INFORMATION

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