



SOURCE CONSULTING GROUP



**Development Consulting  
For Extraordinary Teams**

[www.SourceConsultingGroup.com](http://www.SourceConsultingGroup.com)

## EXCELLENCE & HIGH PERFORMANCE...

### **It's just jargon until you make it real.**

High performance teams live and breathe a commitment to excellence. If you want a high performance team, you can't just talk about it or throw in an occasional superficial fix. You only get an excellent team by *consciously investing* in its development.

In paradigms that settle for mediocrity, team development is considered extraneous. Don't settle...

**Ride the current of radical excellence – be a courageous leader who embraces the power of conscious team development. Train your team for the success you envision. Make It Real.**



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### **Innovative, Impactful, Energizing, Effective, Relevant.**

These are the words our clients use to describe Source Consulting Group's team development.

### **We Develop Passionate Teams.**

Ultimately, every team wants to rock. We create the context where teams work to ignite, sustain and maximize their passion.

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### **How We Do It | We believe in Experience.**

We deliver process-based results, not pre-packaged cans. Some 'instruct' from a podium; we facilitate learning. Others offer good ideas and raise awareness; we hard-wire concrete skills and behaviors for excellence - *in real time*. We pass the BS of consultant speak and get to the real work.

Our training is simulation based and experiential. When your people directly experience learning, *it sticks*. It's the foundation for high performance training, and it's what we live by.

Leadership and team development are synchronous processes. We help you establish a culture where leaders are trustworthy, effective, and engaging, **and** where team members align, innovate, and commit. We help you make this the everyday experience, not just a training high.

**Our clients experience permanent positive changes in vital relationships and teamwork - resulting in measurable increases in impact. That's what we want to see happen for you.**

It's up to you – the leader, manager, executive, business owner - to provide the necessary context for these skills to emerge, grow and evolve. This is what a winning team culture is all about; it fosters and reinforces team excellence.

**Don't drag or coast when you can fly. We help you develop the team that soars.**

In the [American Management Association's 2010 Critical Skills Survey](#), 2,115 managers and executives (across a spectrum of industries) detailed the critical skills teams really need to succeed.

- **Critical thinking and problem-solving skills**
- **Communication skills**
- **Collaboration skills**
- **Creativity and innovation skills**

Despite the data, **most teams never spend time developing these skills**. Without conscious effort to develop these skills, you're at the whim of the lowest common denominator behavior on your team. Where do you want to invest?

## The Elements of Program Excellence

**Interview:** We meet in person or via phone to listen and learn about you, your team, your needs, your objectives. Then we design for your total success.

### The Following Proven Learning Process Is Built Into Every Program.

**Education:** Introducing the ideas and facts pertinent to the skills - *building readiness*

Education puts the facts in place: makes the case, readies the intellect.

**Training:** Practicing information/skills in simulation-based training - *relevance and synthesis*

Training hard-wires the skill development (behavior change) through use of simulations with customized simulations *or* a combination of custom sims with our [team building program options](#).

**Coaching:** Receiving 'in the moment' support brings the information/skills to work - *sustainability*

Coaching assures the skills are functionally integrated and practiced in the day-to-day workplace reality. Though clients may see coaching as optional, we see more real results take root with this step.



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## High Performance Training | Our Primary Program | Program Options

We know the commitment it requires; and we know the huge payoff. Using brilliantly designed simulations, this is instant team shift. Start living High Performance behavior, beyond theory and good ideas. Our extensive experience and depth of facilitation lights up massive forward momentum for your team. Develop Excellent Communication, Access Alignment, Expand Teaming Capacity

### **INFUSE:** Our entry level process for an up to 4 hour (half-day) program

*Infuse ignites behavior change and thinking shifts; in just 4 hours you will see your training objectives activated and deeper learning take place.*

- Agenda customized for your objectives
- 3 simulations targeting learning objectives (*simulation options vary with group size and venue*)
- Skilled debrief to mine for immediate, concrete learning takeaways

**Cost:** \$800 / 2-4hrs | Plus expenses\*

### **ENGAGE:** Our intermediate process for an up to 8 hour (full day) program

*Engage deepens the learning process and sets the stage for sustained excellence and high performance to emerge. Engage provides the context to initiate real skill developing and behavior change.*

- Agenda customized for your objectives
- Up to 6 simulations targeting learning objectives (*simulation options vary with group size and venue*)
- Didactic processes for learning synthesis and personal accountability
- Skilled debriefs to mine for immediate, concrete learning takeaways
- Action planning for ensuring learning is taken into daily workplace practice

**Cost:** \$1300 / 5-8hrs | Plus expenses\*

[Continued...](#)

## Program Options *continued...*

### **TRANSFORM:** Our comprehensive process for an up to 3-day program

*Transform unlocks your team's power; it generates the energy for enterprise-wide activation of a truly successful, high performance culture. Transform moves team potential into empowered action.*

- Agenda customized for your objectives
- Survey of participants to target learning and focus
- Up to 12 simulations targeting learning objectives (*simulation options vary with group size and venue*)
- Didactic processes for learning synthesis and personal accountability
- Skilled debriefs to mine for immediate, concrete learning takeaways
- 15 min 1:1 focused coaching sessions with a High Performance workbook for each participant
- Action planning for ensuring learning is taken into daily workplace practice

**Cost:** \$1200/day 3 days, 5-8hrs training | Plus expenses\* **Note:** Group size limitations at this price-point; call for options.

Teams learn high performance by engaging in real skill development, not power point or lecture. Our robust, simulation-based team building process develops the behavior and deepens the understanding that yields excellence. There's no guess work: simulations clarify required learning and our facilitation brings the tools to develop excellence. We're not just about awareness; we're about actual behavior shift.

\*Expenses include but are not limited to: Air/ground travel, lodging/per diem, simulation equipment shipping/purchase

### What people say...

*"Solomon is an exceptional consultant who provides insights and guidance into the quality of work and performance in the corporate world. His understanding and comprehensive strategic mind helps individuals and teams create alternative effective paths to professional excellence."*

Gwyneth Lloyd | Executive Director, World Ventures Foundation

### Innovative, Impactful, Energizing, Effective, Relevant.

**Following is a snapshot of our unique simulations.**

**Our programs are never static: *we create, customize and design to meet your objectives using our massive depth and breadth of training experience to serve every client.***

### SkyHigh™ Teaming Training | Your team will soar.



Thrive in today's high change rate environment: teach your team to adapt and innovate with total alignment, on the fly. Teams develop skills for independent-and-coordinated action, learn to stay focused and collaborative despite any distractions, stress or interruptions. The SkyHigh™ process cultivates individual and group capacities by coupling our experiential training expertise with iFLY's indoor flight technology. It's unforgettable, world-class development in an experience like no other.



## Interactive Drumming | Explosive, cutting edge, original.



A team transformation *can* happen in as short as 60 minutes. Ignite organizational spirit with the phenomenal power of interactive team process using drums and percussion. Not only will you ignite spirit, you motivate change, align vision, and engage action. The skills and tools that promote unity, alignment, depth and winning energy are the tools that cutting edge organizations utilize and deploy. Interactive Drumming and rhythm build these skills.

## Equine Leadership Encounter | The integrity it takes to lead.



Staying self-aware, relaxed, and attentive to team energy builds rapid essential trust and instant, effective response skills. Our equine process offers potent, immediate lessons in communication, self-awareness and influence, with powerful, effective feedback - instantly relevant to leadership development. *And you never even get on the horse!*

[Click here and read more about what our clients say.](#)

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*Nothing energizes us more than seeing a team ignite. It's our passion to see individuals energized in every moment, expressing excellence in all they do. It's our passion to enthusiastically unite teams behind a mission and a vision. This is the heart of every program we deliver.*

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