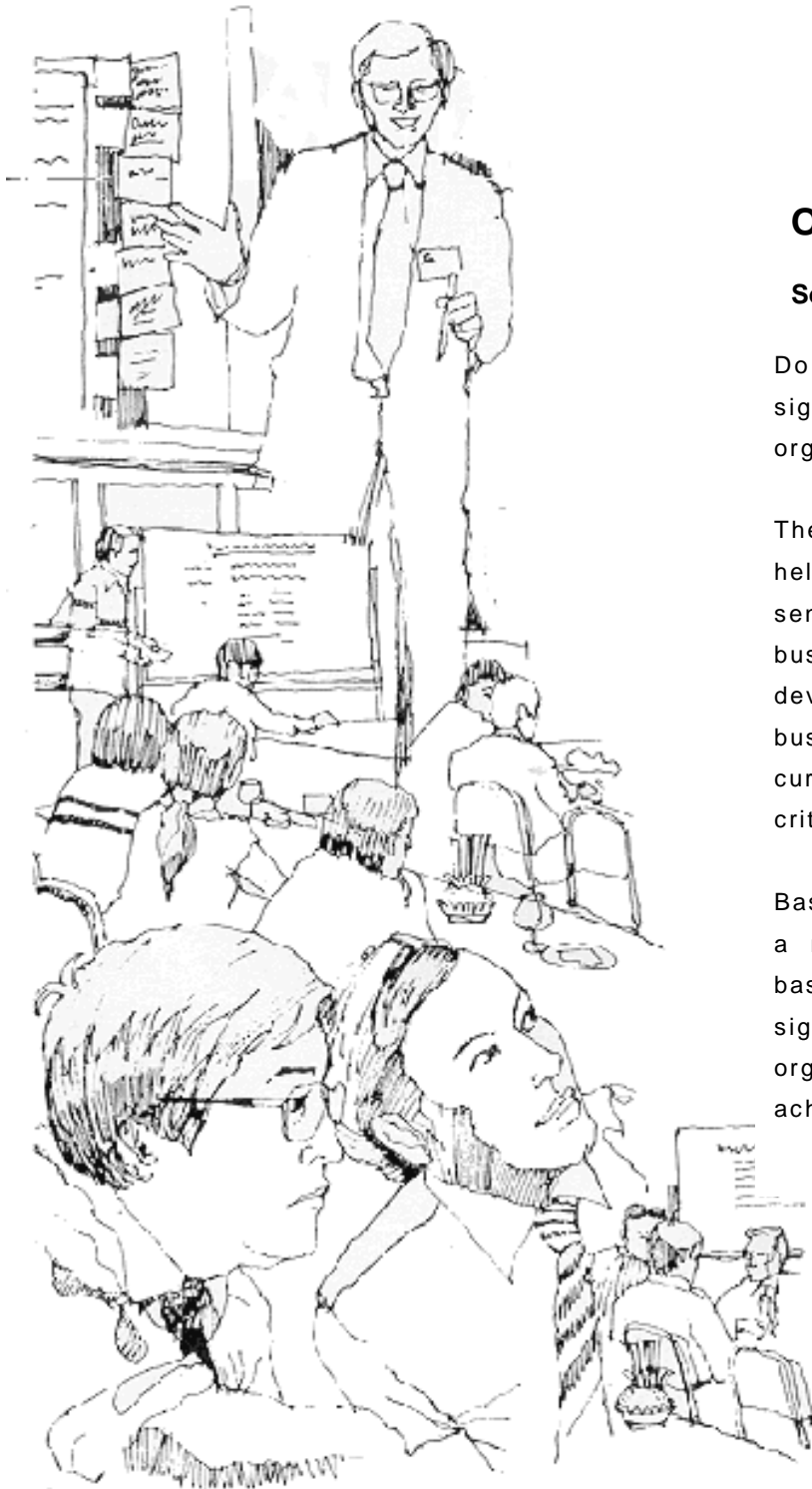


# LEADERSHIP INC

## ORGANIZATIONAL FACILITATION



### ORGANIZATIONAL FACILITATION

#### Solutions to changing business needs

Do you have an urgent need to make significant changes to your organization?

Then, **LEADERSHIP INC** is here to help. We specialize in facilitating senior management groups, at the business unit and board level, to develop comprehensive organizational/business plans that take advantage of current opportunities and deal with critical issues.

Based on our experience working with a range of multinational and China-based corporations, we can significantly enhance your organization's capacity to change and achieve results.

## What is Organizational Facilitation?

Organizational Facilitation is utilizing a guided meeting process to allow management groups to collectively review their situation and develop strategy-oriented solutions on which they can take action.

**LEADERSHIP INC** offers your organization access to our team of professional facilitators who work with you to define the issues to be addressed, design an appropriate meeting process, facilitate the meeting and provide implementation follow-up.

You can rest assured that we will provided a fast, effective way to develop solutions for the challenges that your organization is currently facing.



### Organizational facilitation is about...



- Providing a structure and discipline to guide thinking
- Clarifying and documenting decisions



- Encouraging new understanding and new thinking
- Ensuring consideration of the "big picture" and current challenges



- Creating relationships and encouraging participation
- Enhancing leadership commitment and proactive mindset

## What are the benefits of Organizational Facilitation?

Some recent cases include...

### Developing Strategic Plan and Management Alignment

Management group of a recently privatized Chinese corporation created a strategy based corporate change program with implementation teams

### Implementing Corporate Values and Corporate Culture

HR Department of a HK Multi-national identified obstacles and new actions to implement a PRD Corporate Values program

### Enhancing Innovation and Creativity

Innovation team of a joint-venture telecom company enhanced and refined their implementation plan

### Developing Management Capabilities

Graduate seminar for senior managers on "Organizational Transformation: The Methods of Change"



## When should I use Organizational Facilitation?

Whether it be a major change in business direction or organizational structure, a new initiative or an important project, organizational facilitation provides an effective and efficient way to plan and implement decisions relating to critical business situations including...

- Business expansion and organizational change
- Start-ups, joint-ventures and new initiatives
- Merger and Acquisition
- Project management and partnering programs
- Crisis management, turnarounds and realignment
  
- Strategic planning programs
- Executive and board retreats
- Corporate value programs
- Planning and budget process

## What is the Organizational Facilitation process?

We work closely with your organization, taking time to understand your business and people, so we can clearly define the project's scope, business imperative and objectives before recommending a clearly defined, results oriented meeting process.

Drawing on our extensive experience, these programs are custom designed to enhance how your organization deals with a particular situation. Our facilitators utilize cutting-edge facilitation technology which allows for a high level of participation and fully documented results.



By tapping into your organization's knowledge and capabilities, the group will be guided to create unique, appropriate and implement able solutions.

## LEADERSHIP INC

**LEADERSHIP INC** is a performance improvement company based in Shenzhen and serving the Greater China region. We use proven facilitation and training techniques to deliver world class strategy and leadership development in your organization.

Our uniqueness includes...

- Certified: Our facilitators are certified and have extensive business experience
- Customized: Program solutions are customized to your current needs and challenges
- Language: Program facilitation is available in English and Chinese

Over the last five years, our facilitators have worked with a range of corporate and governmental organizations in China, Hong Kong, Taiwan and Malaysia. Our multinational team is uniquely qualified to address the business and cultural issues encountered in the region.

<b>One Day Programs for Organizational Effectiveness</b>		
<b>Program Title:</b>	<b>When Appropriate:</b>	<b>Expected Results:</b>
<b>Corporate Assessment Program</b>	<ul style="list-style-type: none"> <li>• New leaders</li> <li>• Departmental review</li> <li>• Dealing with deeper issues</li> <li>• Leadership groups</li> </ul>	<ul style="list-style-type: none"> <li>• Clarification of current situation</li> <li>• Preparation for effective action</li> <li>• Accelerated change</li> </ul>
<b>Business Environment Analysis</b>	<ul style="list-style-type: none"> <li>• Product development and market entry</li> <li>• Sales &amp; marketing planning</li> <li>• Environmental assessment</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of current environment</li> <li>• Insights into trends and opportunities</li> <li>• Set context for business planning</li> </ul>
<b>Vision Development Program</b>	<ul style="list-style-type: none"> <li>• Organizational culture development</li> <li>• Refocusing strategy</li> <li>• Department/team kickoff</li> </ul>	<ul style="list-style-type: none"> <li>• Coherent statement of vision</li> <li>• Positive, futuristic thinking</li> <li>• Increase organizational alignment</li> </ul>
<b>Project Analysis Program</b>	<ul style="list-style-type: none"> <li>• 3-6 month projects where the goal is clear</li> <li>• Focusing project teams</li> </ul>	<ul style="list-style-type: none"> <li>• A comprehensive implementation plan</li> <li>• Mutually supportive implementation teams</li> </ul>

<b>Two/Three Day Programs for Organizational Development</b>		
<b>Program Title:</b>	<b>When Appropriate:</b>	<b>Expected Results:</b>
<b>LENS Strategic Planning</b>	<ul style="list-style-type: none"> <li>• Organizational assessment</li> <li>• Senior management planning</li> <li>• Corporate reorganization</li> <li>• Dealing with deep rooted issues</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of organizational situation</li> <li>• Consensus on long term strategy</li> <li>• Establishment of implementation teams</li> <li>• Organizational excitement and commitment</li> </ul>
<b>LENS Maneuver Process</b>	<ul style="list-style-type: none"> <li>• New organization establishment</li> <li>• Merger of departments and organizations</li> <li>• Rapid realignment</li> <li>• Planning in a changing environment</li> </ul>	<ul style="list-style-type: none"> <li>• Clarification of current situation</li> <li>• Alignment of values and victory</li> <li>• Flexibility with shifting goals opportunities</li> <li>• Effective application of capabilities</li> </ul>
<b>Open Space Technology</b>	<ul style="list-style-type: none"> <li>• Issue review and new thinking</li> <li>• Organizational culture change</li> <li>• Management alignment</li> <li>• Cross functional/organizational assessment</li> <li>• Resolving difficult issues</li> </ul>	<ul style="list-style-type: none"> <li>• Creativity and excitement around topic</li> <li>• Clarification of possible actions</li> <li>• Network of relationships</li> <li>• Self-structured organizational development</li> <li>• Awareness of resources and capabilities</li> </ul>
<b>Future Search</b>	<ul style="list-style-type: none"> <li>• Community and corporate planning</li> <li>• Large number of stakeholders involved</li> <li>• Organizational visioning and realignment</li> <li>• Dealing with environmental change</li> <li>• Comprehensive situational analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Appreciation of diversity</li> <li>• Awareness of historical context</li> <li>• Discernment of common ground</li> <li>• Creating scenarios of the future</li> <li>• Comprehensive action plan</li> </ul>
<b>Leadership and Team Learning</b>	<ul style="list-style-type: none"> <li>• Management Team development</li> <li>• Refining corporate culture</li> <li>• Establishing cross-functional taskforces</li> <li>• Learning organization development</li> <li>• Establishing personal/cultural relationships</li> </ul>	<ul style="list-style-type: none"> <li>• Personal leadership style and values</li> <li>• Discernment of learning arenas</li> <li>• Creation of communities of practice</li> <li>• Personal development plans</li> <li>• Leadership/team development</li> </ul>

To learn more about Organizational Facilitation, please contact:

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