



## **EQUIS CONSULTING**

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Enhancing Human Performance by ...  
**DISCOVERING THE SOLUTIONS WITHIN™**

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The mission of Equis Consulting is to enable people to discover the possibilities of personal and organizational growth using specialized client-based programs, video production media, and individual training experiences. Equis Consulting is an expert in Training and Development and Performance Enhancement development, design, and delivery.

Equis Consulting offers the following training and development programs and modules:

- Assertive Communication
- Behavioral Interviewing
- Business Acumen
- Change (Managing & Leading)
- Coaching & Counseling
- Conflict Management
- Customer Service
- Dealing with Ambiguity
- Delegation
- Developing Others
- Directing Others
- Diversity
- Emotional Intelligence
- Employment Law
- Executing a Strategy
- Etiquette Skills
- Facilitation Skills
- Generational Diversity
- Goal Setting
- Influence without Authority
- Interpersonal Savvy
- Managerial Courage
- Managing and Measuring Work
- Managing Performance
- Mentoring
- Motivating Others
- Personality Styles
- Political Savvy
- Presentation Skills
- Priority Setting
- Problem Solving
- Receiving Feedback
- Self-Development
- Strategic Thinking
- Stress Management
- Team Building
- Time Management
- Understanding Self & Others
- Visioning
- Workplace Harassment

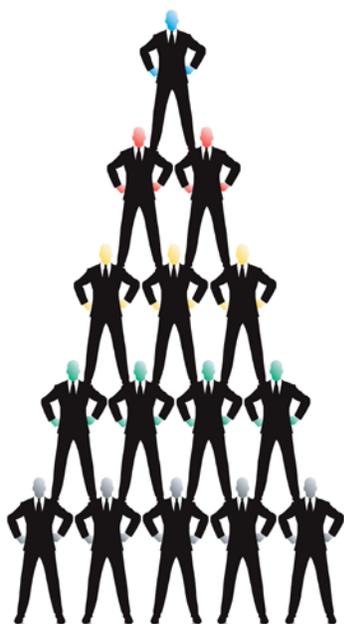
# Foundations of Leadership

Equis Consulting...



Discovering the Solutions Within™

Discovering...  
*Where are you now?*  
Searching...  
*Where do you need to go?*  
Charting...  
*How will you get there?*



Are you ready to lead?

-  **Conversational Workshops**
-  **Self-Exploration**
-  **Customized Content**
-  **Expert Delivery**

Explore the **4** foundations of leading in today's corporate environment: Understanding Others, Managing Effectiveness, Managing Change, and Managing Performance. Each session builds on the previous session and emphasizes customized exercises

## Module 1: Understanding Others

This module is designed to assist you in the critical skill of effectively communicating one-on-one with your employees, peers, and other business leaders. Discuss with your peers the communication process and the barriers to effective communication at work. Improve your interpersonal relationships by understanding your personality preferences for communicating with others.

## Module 2: Managing Effectiveness

Effectiveness and success in business today often rests on two important management factors – Conducting efficient and effective meetings and delegating work professionally. This session focuses on these processes and how to implement them in your office.

## Module 3: Managing Change

Change is one of the primary factors affecting modern organizational life. Because change is an inherent part of an organization, successfully managing change has become a major part of the contemporary business world.

## Module 4: Managing Performance

Managing performance is a year-round process of continual communication and feedback. It is critical that the manager and employee work together ahead of time to plan for the performance review. If done properly, there should be no surprises. Special emphasis will be placed on the difference between performance management and developing peak performers through coaching.

# Foundations



## An Experience in Leadership



Equis Consulting...



Discovering the Solutions Within TM

### Program Outcomes:

- Forming relationships (breaking down silos) in order to maximize information flow and organizational performance.
- Opening the flow and availability of information for better problem-solving.
- Demonstrating the discipline of seeing “wholes” (system thinking).
- Recognizing change (chaos) as an opportunity for growth and innovation.
- Improving management and leadership strengths.
- Working toward a shared understanding of our company’s purpose.
- Representing our company in a positive manner throughout our community.
- Going above and beyond to support others.

### Program Concepts and Skills:

- **Applying Foundations of Leadership Skills** (DAR, DESC, DREC, CAD, PVL, etc.) *How can we apply these management concepts every day?*
- **Creating a “Learning Organization”** *Systems Thinking, Personal Mastery, Mental Models, Shared Vision, and Team Learning.*
- **Developing Leadership Talents** *Developing skills and competencies through 360 feedback, coaching, and skill practice.*

### Program Structure:

- **Length:** *Participants commit to a two-year program of quarterly sessions. Sessions are 2 days in length. Programs will be held in the Home Office and other locations.*
- **Requisites:** *Completion of Foundations of Leadership, some Management Electives and a motivation for skill development.*
- **Group Size:** *To insure a high level of interaction and experience, the group size will be approximately 15.*
- **Skills Transference Coaches:** *Equis Consultants will serve as the skills transference coaches for the program.*
- **Instructional Methods:** *The program will utilize “teach backs”, case studies, role plays, 360’s, individual feedback sessions, special projects, and select readings from Harvard Business Review articles and noted authors.*

# The Leadership Academy

Equis Consulting...



Discovering the Solutions Within™

Discovering...

*Where are you now?*

Searching...

*Where do you need to go?*

Charting...

*How will you get there?*



 **Conversational Workshops**

 **Self-Exploration**

 **Customized Content**

 **Expert Delivery**

*What leadership does our company need right now?*

Invest in the future by developing your leaders today. This three-year “graduate” program will focus on enhancing a leader’s skills in several areas such as:

- Critical Thinking
- Solution Finding
- Managing Conflicts
- Business Acumen
- Visioning and Innovation
- Interpersonal Savvy
- Execution and Motivation
- Managerial Courage
- Political Savvy
- Financial and Insurance Acumen
- Talent Development

The program is designed to be educational and experiential in nature so as to bring the learning out of the classroom and into the real world of leadership. Instructional methodologies that will be used in The Academy will include:

- 360 Instruments
- Interactive Discussion Sessions
- Skill Coaching and Mentoring
- Executive Leadership Coaching
- Company Projects and Presentations
- Industry Benchmarking
- Multi-media Leadership Modeling
- Contemporary Leadership Books
- Harvard Business Review Discussions

# The Leadership Academy

Equis Consulting...



Discovering the Solutions Within™

## **Leadership Academy's Role in Succession Planning:**

- *The Leadership Academy serves as a pool of high potential leaders from each area of the company. Because of the highly visible nature of the program and the emphasis on practical skill transference, it provides a “proving ground” for possible promotions, etc. The program elevates the organization’s and participant’s thinking to constantly consider the question – “What leadership does the company need right now?”*

## **Leadership Academy Purpose:**

- *The purpose of The Academy is to continue the development of future leaders and managers through an advanced series of programs and experiences.*

## **Leadership Academy Position:**

- *The Academy is positioned as a “graduate” level program for those who have completed Foundations of Leadership and a select number of management course electives. Additionally, the participants in The Academy have proven themselves by demonstrating “A” player performance in their current positions and challenges.*

## **Leadership Academy Structure:**

- *Leadership Academy I – This first year will focus on individual development of the leader through enhancement of mental and people agility.*
- *Leadership Academy II – The second year will shift the focus to the company by developing the participant’s skills in change and results agility.*
- *Leadership Academy III – This third year will focus on the people that we lead by further development of a leader’s coaching and interpersonal competencies.*

## **For More Information:**

- *Please contact one of our consultants*

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