



results

through workforce development

COMPANY BACKGROUND

The level of growth and success any company is able to achieve is always dependent on the competence of its workforce and effectiveness of its leaders. As the business grows, the ability of the entrepreneurial founder to personally oversee all aspects of the company becomes limited. Continued growth requires an investment in leadership development at all levels of the company. This investment is rewarded by increased productivity, higher employee retention, and faster growth in both top line sales and profitability.

FBS Development Group is a full-service, human resource development consulting firm focused on assisting companies with the development of their workforce. Our specific areas of focus and expertise are:



- ▶ Leadership development (individual and company)
- ▶ Supervisory management training and mentoring
- ▶ Motivating and retaining your workforce
- ▶ Managing difficult employees
- ▶ Effective management of workplace security
- ▶ Executive coaching
- ▶ Succession planning
- ▶ Large group facilitation
- ▶ Team development and readiness
- ▶ Health realization

ACCOUNTABILITY

All of our activities are tied directly to our client's business objectives, with a focus on measurable results. We can help increase your company's profits through the implementation of strategic and tactical steps designed to improve the management of your human resources.

OUR PROCESS

Strategic workforce development relates to the selective prioritization of groups and individuals for development — based on optimizing company results. Using a collaborative approach, FBS Development Group provides the resources, information, support and facilitation to assist you in developing your internal systems and resources to support the company's ongoing success. Utilizing a wide selection of assessment tools, we determine specifically where we need to focus our efforts to achieve maximum results. This includes:

- ▶ DISC — Behavioral Preferences Assessment
- ▶ Meyers Briggs Personality Assessment
- ▶ Mobius Model Instrument
- ▶ 360° Performance Assessment

Through our experience and use of these tools, coupled with our access to a broad range of consulting professionals, we provide the skills and resources necessary to help prepare the organization for the challenges of increased growth.



"Those who build great companies understand that the ultimate throttle on growth for any great company is not markets, or technology, or competition, or products. It is one thing above all others: the ability to get and keep enough of the right people."

— Jim Collins
Good to Great

WHAT WE DO

FBS Development Group is dedicated to enhancing our client's operational performance through strategic workforce development. Through the various developmental, coaching and training programs we offer, we assist clients by improving their organizational leadership and management skills, enhancing their ability to compete and win in their respective industries and markets. The developmental programs we offer include:

Leadership Development

- ▶ Leadership skill and capacity assessment: using a blend of formal and informal assessments, FBS can help determine fit and capability of potential internal leadership candidates
- ▶ Coaching and mentoring to improve performance of company leaders at all levels (i.e., from team leaders/supervisors through VP and CEO levels)
- ▶ Management team development: team coaching and training to align teams, focus on mission and goals, and improve group performance
- ▶ Integration of leadership strategy throughout the company: coaching and communication designed to make sure that leadership direction and processes are supported by all levels of leadership in an organization
- ▶ Management coaching for entrepreneurs: the focus is on changing skill demands presented within the framework of high growth situations



Supervisory Management Training and Mentoring

- ▶ Customized training for team leaders, supervisors or managers, focusing on the participant's specific professional development needs
- ▶ Individual or small group coaching to improve team leader, manager or supervisor performance

Motivating and Retaining Your Workforce

- ▶ Consultation on use of intrinsic motivators to achieve high levels of employee performance and retention
- ▶ Assessment of reward systems
- ▶ How to develop effective performance review processes
- ▶ Training and consultation on employee goal-setting, and developing effective performance measurements



Executive Coaching



- ▶ Professional development coaching to aid executives in achieving both their personal and professional goals
- ▶ Corporate effectiveness coaching to help executives improve efficiency, productivity and accomplishment of corporate goals
- ▶ Performance improvement coaching to help executives, managers and team leaders eliminate or improve behaviors that undermine their corporate performance

Managing Difficult Employees

- ▶ Individual or team coaching to clarify issues, generate new cooperative possibilities and gain commitment to resolving conflicts
- ▶ Conflict resolution training for company leaders at all levels
- ▶ Team training in coping with personality and behavioral preference differences

Succession Planning

- ▶ Assessment of current leader succession practices
- ▶ Development or consultation on leader development plans throughout the company
- ▶ Coaching and training on development of first and second tier leaders
- ▶ Scenario planning to determine future leadership needs

Large Group Facilitation

- ▶ Achieve group outcomes faster
- ▶ Create a nonthreatening environment
- ▶ Get faster buy-in on new concepts and ideas
- ▶ Find ways to reach consensus in areas of conflict

Team Development and Readiness

- ▶ Help team see what is going well and what needs improvement
- ▶ Provide clarity in team performance — where they are and where they need to be
- ▶ Organizing for success
- ▶ Establishing clear responsibilities and decision-making authority
- ▶ Help integrate organizational goals with those of the team

Health Realization

- ▶ Find ways to tap the human spirit to create constructive change
- ▶ Learn how to bring out the best in your people
- ▶ Learn how to move people to well-being and away from problems
- ▶ Learn how to draw out internal resilience
- ▶ Find ways to prevent organizational problems from the “inside-out”
- ▶ Learn how we keep ourselves from realizing natural mental health

Together, we may identify critical issues requiring specialized human resource needs. These resource needs could be in manufacturing, marketing, accounting, legal, IT or other critical areas of the company. FBS Development Group is a member of Corporate Alliance, an integrated team of seasoned professionals providing business solutions in a broad range of management functions. The resources of this group are available to fulfill any specialized needs we may identify.

For more information on how FBS Development Group might contribute to the growth and success of your company through workforce development, give us a call at **952-656-2624**.

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