

# ORGANIZATIONAL & LEADERSHIP DEVELOPMENT

Ulliance provides Organizational and Leadership Development programs designed with the sole purpose of “Enhancing People and Improving Business.”

<p><b>LEADERSHIP/EXECUTIVE COACHING PROGRAMS</b>  <i>Leaders are not born, they are developed</i></p>	<ul style="list-style-type: none"> <li>• 360° Leadership Surveys</li> <li>• Individual &amp; group delivery available</li> <li>• Appropriate for all levels of management</li> <li>• Various durations of coaching engagements available</li> <li>• In-person and telephonic coaching</li> </ul>
<p><b>EMPLOYEE LIFECYCLE ENGAGEMENT SURVEY</b>  <i>Employee engagement drives organizational success</i></p>	<ul style="list-style-type: none"> <li>• Track employee engagement throughout term of employment</li> <li>• Brief questions – takes no more than 10 minutes to complete</li> <li>• Administered electronically three times a year</li> <li>• Results by manager or department</li> <li>• Results compared over time and as they relate to significant workplace events</li> <li>• Manageable data that can be acted on quickly</li> <li>• Exit surveys also available</li> </ul>
<p><b>NEW MANAGER SKILLS SERIES</b>  <i>A promotion alone does not guarantee success</i></p>	<ul style="list-style-type: none"> <li>• Provide a strong foundation in necessary management core competencies</li> <li>• Individual &amp; group delivery available</li> <li>• Experiential learning environment</li> <li>• Follow-up support</li> </ul>
<p><b>PRE-EMPLOYMENT ASSESSMENTS</b>  <i>Select the right person – the first time</i></p>	<ul style="list-style-type: none"> <li>• Assess a candidate’s behaviors and working styles to ensure a match with the position</li> <li>• Reduce turnover, avoid disruption and save money on rehiring and retraining with a comprehensive approach to hiring</li> <li>• Enhance interview process</li> <li>• Engage candidate in selection process</li> </ul>
<p><b>TEAM BUILDING &amp; DEVELOPMENT</b>  <i>Coming together is the beginning – working together is success</i></p>	<ul style="list-style-type: none"> <li>• Appropriate for teams struggling to reach their full potential</li> <li>• Workshops, interventions and activities designed to improve team performance – and your bottom line</li> <li>• Customize to your particular and unique team dynamics</li> <li>• Held either on-site for your convenience or off-site to reduce possible distractions</li> </ul>
<p><b>LEADERSHIP RETREATS</b>  <i>Recharge your leaders and focus the direction of your organization</i></p>	<ul style="list-style-type: none"> <li>• Private Up North lodge two and a half hours from southeast Michigan on 130 acres</li> <li>• We can facilitate your strategic planning, executive team building or other events</li> <li>• Leave distractions behind and focus on what matters</li> <li>• Available year-round</li> </ul>