

FACILITATION

Facilitation for Whole Departments

Does your department or unit periodically go off-site together for a day or so to build group cohesion, address specific challenges or opportunities, learn some new skills and perhaps in the process have some fun?

Fulcrum will customize and facilitate a team meeting for your group to make your day away both productive and memorable. Depending upon your goals for the event, we have the resources to help your group...

- Have a high energy, engaging group experience with some fundamental learning embedded in
- Learn specific skills (e.g. communications, teamwork, responding to change, dealing with conflict)
- Learn one another's personality style and how to work productively with the differences
- Reduce "silo" mentality
- Improve the way sub-units interact, collaborate and hand off work product
- Craft a shared mission, vision, and values
- Identify concrete ways to enhance relationships with other departments, customers, stakeholders, etc.
- Build group cohesion and team spirit
- Celebrate a successful and/or challenging year

We meet with you in advance to identify what you want your participants to know and be able to do, as well as how you want them to feel at the end of the session.

Regardless of what outcomes you decide on, our twin goals will be to:

1. Enhance the capacity of your unit to deliver the results you expect from it
2. Provide you with a solid return on your investment in the event



"Your practical insight and expertise regarding management and leadership issues, theories, practices and application were evident throughout your time with us."

Garry H. Cubitt, M.S.W., Chief Administrative Officer The Regional Municipality of Durham

SAMPLE OF CLIENTS SERVED:

- AGF Funds Inc.
- Bank of Nova Scotia
- BEP International (reinsurance brokers)
- Canadian Imperial Bank of Commerce
- Capital One Financial Corporation
- Citigroup
- Credit Suisse Canada
- Credit Union Central of Ontario
- Deloitte & Touche
- Fannie Mae
- First City Trust
- MBNA America Bank
- North American Life Assurance Company
- Platt's (Standard & Poor's)
- The Prudential Insurance Company of America
- The Royal Bank of Canada
- The Universal Group of Funds
- Visa Canada Association
- William M. Mercer Limited

WE ARE A LEADERSHIP DEVELOPMENT FIRM DEDICATED TO HELPING OUR CLIENTS LEVERAGE THE TALENTS OF THEIR MANAGERS AND TEAMS.

We offer training workshops, facilitation services, keynote presentations, and executive coaching that help managers generate consistently high performance by (1) fostering commitment and accountability in their employees and (2) building productive teams.

Our clients include organizations from the corporate, public, and not-for-profit sectors, as well as associations. They know Fulcrum for programs that:

- Present cutting edge concepts and practical techniques,
- Apply interactive adult learning approaches and
- Energize people to deliver superior results

Fulcrum Associates Inc. was founded in 1988. We are a continental firm, headquartered in Northern Virginia, with an operation in Toronto. For projects large or small we are able to draw on the talents of a select number of highly professional associates, each heading a successful independent practice, who deliver programs tailored for today's organizations.



IAN IS AN EXPERIENCED PRESENTER, GROUP FACILITATOR AND EXECUTIVE COACH.

Through his keynote presentations, highly interactive workshops, and custom-designed team-building practice, he helps his clients leverage their investment in their managers and teams.

He works primarily with managers, mid-level to executive. His programs introduce cutting-edge skills and concepts around transforming managers and supervisors into leaders and fostering superior team performance

Ian began his independent practice in 1988, following seventeen years of corporate experience in both the high tech manufacturing and transportation industries.



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