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**Erimo Consulting**

**Executive Development Capabilities**

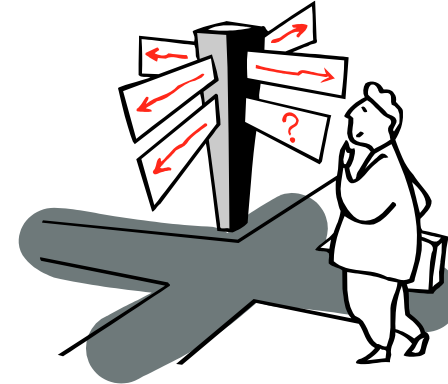
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# Erimo Consulting helps individuals and teams in a number of areas

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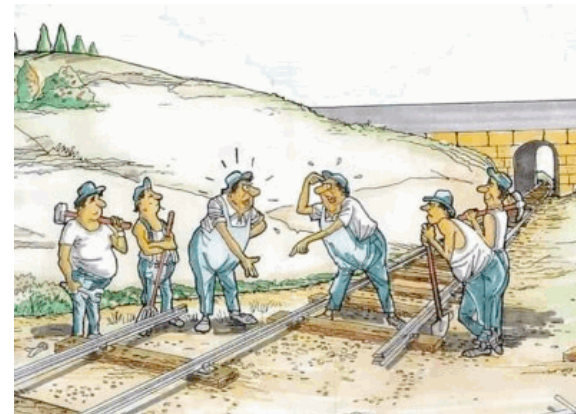
- **Individuals**

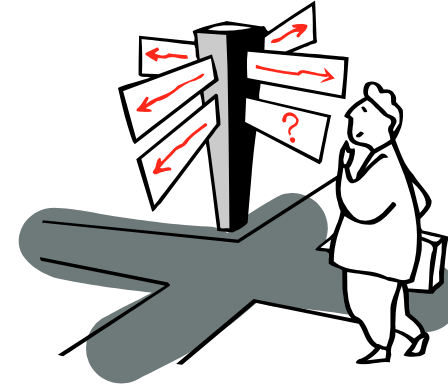
- Personal Productivity
- Interpersonal Communications
- Giving Feedback
- Effective Presentation Skills
- Clinical Project Management
- Executive Coaching
- Overcoming Resistance to Change



- **Teams**

- Effective Meeting Management
- Roles and Responsibility Charting
- Effective Team Dynamics
- Transformation Mapping





# Individuals

# Personal Productivity

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## Suggested Participant:

- All new managers
- Scientist/Clinicians new to the corporate world
- Executives looking to enhance their effectiveness



## Benefits to the participants:

- Participants will become aware of their own and others' behavioral styles allowing them to more productively address any situation.

## Overview:

- Using the LIFO® behavioral science methodology\* participants emerge with insight to their most (and least) preferred behavioral styles, both under favorable and unfavorable (stressful) conditions. They will be introduced to strategies to confirm and capitalize on their strengths, moderate their overused behaviors, and extend and supplement their least preferred style(s).

\*Information about LIFO® can be found on ([www.Poweredbylifo.com](http://www.Poweredbylifo.com))

# Interpersonal Communications

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## Suggested Participant:

- All new managers
- Scientist/Clinicians new to the corporate world
- Executives looking for enhance their effectiveness

## Benefits to the participants:

- Participants will become more effective communicators and therefore more productive in general.

## Overview:

- Using the LIFO® behavioral science methodology\*, participants emerge with insight to their most (and least) preferred communication styles, both under favorable and unfavorable (stressful) conditions. Theory, exercises and role play assist them in learning skills to bridge their styles with others who have different preferred styles.



\*Information about LIFO® can be found on ([www.Poweredbylifo.com](http://www.Poweredbylifo.com))

# Giving Feedback

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## Suggested Participant:

- Supervisors

## Benefits to the participants:

- Participants will learn a mindset and a 10-step methodology for gaining a positive outcome from even the most difficult feedback discussions.

## Overview:

- In this highly rated course, participants first learn how to approach giving feedback and the 10-step methodology for ensuring a positive outcome. The core of the second part of the course is role-play centering around real-life examples. There is an option to capture this session on video to provide participants with added learning opportunities.



# Effective Presentation Skills

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## Suggested Participant:

- All

## Benefits to the participants:

- Participants will increase their skill level and become more confident in their ability to speak in public whether to small or large groups.



## Overview:

- Purposefully kept to smaller groups (<8 participants), these hands-on split (2) sessions give the participants in-depth instruction to Presentation Development, Delivery, and Audience Interaction. Presentation practice in the first session allows for baselining as well as assisting participants identify areas of opportunity. The same presentation is given in the second session allowing the participants to work on their limiters as well as view their progress.

# Clinical Project Management

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## Suggested Participant:

- Project managers
- Project team members
- Those about to be project managers



## Benefits to the participants:

- Participants will increase their skill level managing the myriad constituents of a project leading to more on-time, at/under budget performance.

## Overview:

- After initially gathering the most commonly encountered issues, the participants will be introduced to a set of tools (and how to use them) to address those issues. The softer skills (people skills) will also be addressed in relation to the specifics of the participants.

\*This is a clinical PM course tailored to the needs of the participants, it is not meant to substitute for the PMP course offerings.

# Executive Coaching

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## Suggested Participant:

- **Mid & Senior Executives**

## Benefits to the participants:

- **Dependant upon individual needs – to be determined at first session. Executives who engage in a coaching relationship have greater job satisfaction, are more efficient individually, as are their direct reports, have an increased openness to personal learning and development, and greater clarity of roles and objectives.**

## Overview:

- **This one-to-one relationship requires a commitment of a minimum of six-months in order to achieve the objective(s) of the participant. While some of this can be done via phone, the initial goal setting and survey of how one is viewed by others will be conducted in person.**



# Overcoming Resistance to Change

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## Suggested Participant:

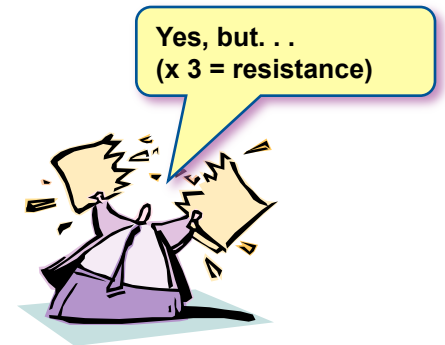
- **Mid & Senior Level Executives**

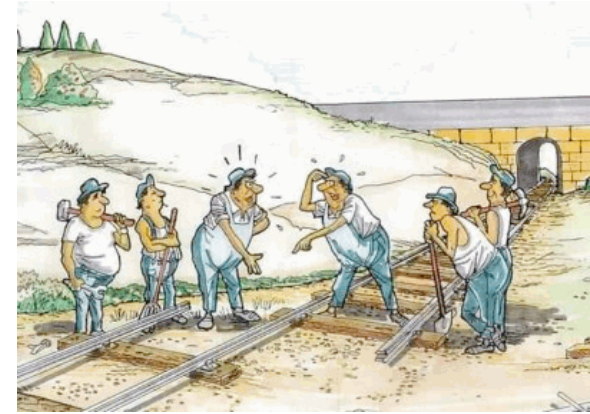
## Benefits to the participants:

- **Participants will gain skills necessary to help their organizations' navigate through times of change as well as specific change initiatives.**

## Overview:

- **The 5 sections of the course – Emotional Cycle of Change, Three Categories of Resistance, How to Spot Resistance, and Strategies for Addressing Resistance, and Communications provide participants the basic building blocks necessary to help guide their teams through any organizational change.**





# Teams

# Effective Meeting Management

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## Suggested Participant:

- Anyone who holds or runs meetings

## Benefits to the participants:

- Participants will learn how to more efficiently and effectively arrive at their desired meeting outcomes reducing frustration, saving time and increasing overall productivity



## Overview:

- With the amazing number of meetings we have every day, improving the core skills; when not to call a meeting, how to structure an agenda, participation, meeting roles, good meeting practices, and meeting follow-up, is essential. This course covers those six areas.

# Building Team Dynamics

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## Suggested Participant:

- Department leads
- Group leads
- Team leads

## Benefits to the participants:

- High Performing Teams produce better results, faster and for a smaller budget than do average teams. They also provide learning platforms for team members enhancing their skills and improving their morale.

## Overview:

- Participants will learn the theory of team formation, behaviors of High Performing Teams, tools available to help achieve those behaviors and the individual leadership skills necessary to help the team achieve success.



# Roles and Responsibility Charting

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## Suggested Participant:

- Department leads
- Group leads
- Team leads



## Benefits to the participants:

- Participants will learn how to gain agreement for roles and responsibilities of all constituents reducing duplication of effort, political in-fighting, and the chance of actions ‘falling through the cracks’.

## Overview:

- The participants are introduced to the RACI methodology, the process to chart roles and responsibilities, and the ways to analyze the draft product and produce a final agreed upon document.

# Transformation Mapping

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## Suggested Participant:

- **Senior Management**

## Benefits to the participants:

- **Transformation Mapping provides leadership and organizational clarity, links all initiatives to the stated goal, and provides a fantastic single page communication tool.**



## Overview:

- **Participants will learn how to create a comprehensive, integrated plan of initiatives to drive the organization to its stated 3-5 year stretch goal. This will include clarifying the goal, defining the major segments of the map, defining and linking KPIs, and relating the necessary support infrastructure of mobilization, change management, and leadership alignment necessary to make it successful.**

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# Working with Erimo Consulting

## Some of our current and previous clients include ...

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**Tetra Laval**

nationalgrid



Schering-Plough



 Mitsubishi Pharma Corporation



ticketmaster

# **We would be interested in beginning a discussion**

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## **Contact information**

**Keith Morton**

**36 W. 20<sup>th</sup> Street, 3<sup>rd</sup> Floor**

**New York, NY 10011**

**[keith@erimo.com](mailto:keith@erimo.com)**