

ADDRESSING PEOPLE, PROCESS AND TECHNOLOGY



HELPING COMPANIES ACHIEVE TRUE EFFICIENCY

By partnering with our world-class consultants to develop customized IT solutions, you will be able to enhance your greatest competitive edge—your people.

When faced with improving the value of technology, all too often improving the skills of the people working in IT is last on the list. **OwlPoint's** solution sets include services which focus on the people side of IT to achieve true organizational effectiveness.

OwlPoint addresses the often overlooked talent management of IT professionals. **OwlPoint** has always believed that people are the key to the success of IT and facility management organizations. To that end, we can provide workshops, facilitate leadership training and coaching, and provide consulting to ensure that your organization is a positive, effective place to work.

Why focus on improving the management skills of your IT professionals?

There are several reasons—and all of them can impact your organization's ability to reach your goals.

Questions to ask yourself:

- ? Have efforts to change myself, my team or my company been disappointing?
- ? Do we develop new ways to attack old problems or do we simply repeat the same mistakes?
- ? How are we helping our current executives deal with a rapidly changing work environment?
- ? Do our senior executives focus on the challenge of managing and mentoring younger workers?

It is easy for IT leaders to become enmeshed in the implementation and operational aspects of a situation and lose sight of long term goals. By having an outside resource who can keep leaders focused, distractions are less likely to derail progress. An IT executive coach can also provide honest and constructive feedback, as well as help a team leader expand upon, clarify and clearly communicate their vision.

OwlPoint is able to seamlessly mesh IT governance and corporate sustainability with effective talent management and leadership development. Our approach addresses all three aspects of IT management—people, process and technology.

OwlPoint clients can take advantage of assessments, including the Executive Foundation Assessment and 360° feedback, in addition to receiving full feedback regarding results on the Myers-Briggs Type Indicator.

Assessments

Executive Foundation Assessment

An executive's strength and ultimate success is based on the quality of your executive foundation: the essential skills of a senior leader. The Executive Foundation is a 50-question assessment that explores the key executive skill areas of visioning, aligning, strategizing/planning, executing and developing people. Upon completion of this assessment, you will identify how present these essential executive skills are in your day-to-day leadership and identify a plan to take your leadership to the next level.

360° Feedback

If you are looking to better understand how you are perceived as an executive and leader but are not sure where to start, 360° feedback is a way to focus your efforts. Traditional supervisor-based only assessments are being replaced with assessments that seek feedback from multiple sources familiar with an individual's work behaviors, skills and attributes. These multi-source assessments tap into the collective wisdom of your peers, direct reports, and internal and external customers to provide you with feedback on your strengths and areas for development.

Myers-Briggs Type Indicator

In today's complex work environment where there are often cross-functional teams working on projects, the Myers-Briggs Type Indicator (MBTI) supports optimal results by helping team members understand themselves and other team members better. MBTI assesses the individual's natural styles and preferences for learning, working, communicating and making decisions. Awareness of your strengths and styles, as well as those of other team members, promotes better communication, greater trust, less conflict and more productivity.

Workshops

Creating High Performing Teams

High Performing Teams are critical to the success of any organization. Leaders at all levels play a critical role to encourage individuals to work together constructively and collaboratively often in geographically dispersed or diverse teams to reach desired goals.

This workshop explores how leaders at any level can build more effective teams that perform at their optimum level.

The key objectives for leaders who attend this workshop are to:

- Clarify the vision, objectives and measures of success for your team
- Learn and apply the stages of team development
- Identify barriers that may be keeping your team from high performance
- Understand and create the conditions for high performance
- Learn how to build greater trust among team members
- Build an action plan that you can immediately apply to move your team to the next stage of team development

Leading Change

In today's fast paced business world, executives and leaders are continually faced with changing industry, economic and business conditions that necessitate challenging the status quo in order to remain competitive and successful.

This workshop explores how leaders can successfully anticipate and champion change initiatives necessary for business success and how leaders can gain support and momentum for a struggling change initiative.

The key objectives for leaders who attend this workshop are to:

- Understand how to better anticipate the need for change
- Become familiar with and apply an 8-step model to initiate and lead change
- Learn how to manage self and others through the change curve
- Understand why a change initiative is stuck and how to get it moving forward
- Learn and apply the appropriate influence strategy to greater success



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