

HANDEL GROUP

CORP

BUILDING HONEST CULTURES


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Corporate culture informs the day-to-day functioning of a company. Yet it often exists by default, not by design. Left unattended, a corporate culture falls victim to negative traits of individuals, groups, and/or circumstances; gossip, fear, inertia, and poor communication quickly become the norm. When leaders address these dynamics and put constructive ones in place, a revived sense of community emerges. People begin to have authentic conversations and rally together to produce extraordinary results.

Our two-day *Building Honest Cultures* workshop is the stepping stone for you to alter the culture of your organization as well as your team by creating an environment where people are inspired and empowered to have the hard conversations. Our proven method allows people to quickly and completely resolve the most difficult issues within an organization. By respectfully addressing the things that no one wants to talk about, we are able to resolve longstanding issues and develop a new dynamic that is healthy, productive, and self-sustaining. In this seminar, we facilitate the courage, humor, heart, and commitment to the success of your organization that is required to shift your team into a new paradigm.

In the first session, Handel Group® will lead participants in a discussion that is focused on defining each person as an individual leader. We will help team members see where they are limited, unproductive, and getting in the way of themselves and/or the team. Because these discussions take place in public, the very nature of the team starts to alter. People begin to deal with their disabling traits and beliefs in a profoundly personal way, publicly owning how and where these traits and beliefs undermine their success.

The second part of the work session focuses on: 1) resolving the toxic relationships or conflicting agendas between people on the team; and 2) dealing with the team and its disabling traits. This allows for the new team dynamic to emerge fully. In this session, we will also facilitate the creation of a new team vision and set up a structure for the team as a whole and individually to manage this new vision.

Structure

- Interviews: 30 minute interviews with a selection of participants prior to the first work session
- Work Session 1: One Full Day
- Assignment: Homework Assignment between sessions
- Work Session 2: One Full Day Work Session

Topics

- Designing for Results as Author v. Weather Reporter
- Understanding Your Personality (Traits)
- Learning How to 'Leash' Your Negative Traits
- Personal Integrity®
- Listening and Your Inner Dialogue
- Ending Gossip
- Principles of Hard Conversations
- Toxic Relationships
- Understanding Your Team Personality (Traits)
- Developing Your Team "I AM"



The Method

The Handel Method® revolves around several key concepts. Perhaps most importantly, we deal with a person's personality traits. Every single human has some negative traits; usually these traits go unrecognized or ignored and can wreak havoc in the workplace. If you want to impact the culture of a company, you have to help people tell the truth about themselves and others. We allow people honestly and without judgment to look at themselves, emphasizing the universal nature of negative traits, as well as the pride that comes with facing them. Our coaching allows people to tell the truth and discover which personality traits they need to evolve in order to be extraordinary leaders. These conversations are not only freeing for people, they are necessary for creating a culture of creativity and productivity in an organization. We recommend starting at the top, as people tell the truth when they hear the truth.

Another key concept is Personal Integrity®. In its simplest form, people who have Personal Integrity® keep the promises they make to themselves and to others and act in ways that are consistent with their own highest values. We ask people to examine where their integrity is lacking, their reasoning, and help them design the rules and actions to reach a higher level.

Other concepts that make up The Handel Method® include: defining goals and creating actions to achieve them, developing highly effective communication skills, having hard conversations, designing inspiring futures, and controlling one's inner dialogue.

The Strategy

Dysfunction within a company is, at the very least, expensive and unpleasant. At its worst, it can kill a business. We address the success of a corporation by focusing on its individuals and the many demands facing a business, from leadership development to the often-overlooked challenges of repairing damaged working relationships. We are experts at resolving interpersonal issues that impede an organization's growth and profitability. Organizations are often undermined by human dynamics, which create unspoken and divisive issues that prevent optimal performance when left unaddressed. As an added bonus, our process brings joy back to the workplace – and happy people are good for business.

Leadership can be sacrificed to the day-to-day tasks of managing a business. We make it possible for leaders to recognize and remove self-imposed obstacles that impede true leadership. We work on multiple aspects of leader effectiveness including accountability, communication, personality traits, and Personal Integrity. As a result, our coaching clears a path for leaders to fully utilize their natural abilities in ways that are highly effective and forward-thinking.

Successful teams are products of aligned goals, trust, and open collaboration. However, even teams with the most talented professionals can fail to operate cohesively and collaboratively, limiting their optimal potential. It is the “unspoken” issues – intellectual and emotional, political and personal – that undermine both the individual and the organization. Handel Group works with teams to reveal and dissolve obstacles, no matter how unpleasant and deep-seated. Where management tends to tread lightly, or not at all, Handel Group creates harmony from discord.





Client Reviews

Gary McGeddy
EVP of Fairmont Specialty
A division of Crum & Forster

"In short, since I met Beth Weissenberger, my company has gone from \$60M to half a billion. I attribute much of the success to Handel Group® because they got us to become authors of our lives and to kill everything that impedes extraordinary results. Also, it's worth noting that, the new CEO of Crum and Forster Holdings just hired Handel Group® for all of it's organizations due to the impact they had on us. Don't delay in hiring them, they will help you take your company to a level of success and create a culture that you can't fathom today."

Lisa Judson
former Executive at AOL
now General Manager of YEAH!

"In a remarkably short period of time, Handel Group® has transformed our Marketing team by instilling high levels of personal integrity and accountability into the DNA of our organization. Their results-driven process has had an immediate ROI in both productivity and personal satisfaction."

Chief Operating Officer
**National Highway Toll
Collection**

"The workshop was fantastic. It's obvious you know your material, have great energy, and you really care; you have such warmth that it's easy for the team to hear what's needed, look at themselves, and move in the direction of their best selves."

General Counsel
Uniworld Group

"The growth I've experienced over this last year of coaching is phenomenal! Not only has HG Corp provided the concepts/ techniques/methods I needed for these changes to occur, but they supported me with continuous encouragement and reiteration of their belief in me. This is The Handel Method® and it works! I unequivocally recommend HG Corp and Handel Group®."