



we help leaders soar

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Build. Grow. Succeed

The Piras Group is a leadership and organizational development company that helps its clients become more productive, competitive and profitable. We enable leaders to create *and achieve* their vision of success by partnering with us in:

- © **Organizational Development**
- © **Executive coaching**
- © **Multi-dimensional strategic planning and execution**
- © **Culture and values**
- © **Leadership development programs and strategies**
- © **Program implementation and metrics**
- © **Change and growth management**

The leaders we work with achieve superior business results

THE PIRAS GROUP SERVICES

Every engagement is designed to fit YOUR culture, leadership and environment. Our team of seasoned consultants and coaches provide a one stop shop for all of your organizational development and leadership needs. Consider us as your “Outsourced OD Company”.

© **Leadership Programs** - Developing and implementing critical leadership strategies and workshops to educate the workforce, create strong accountability for leadership practices and build capabilities of your “leaders of tomorrow”

© **Organizational Development** - Bringing unique organizational effectiveness expertise, evaluating and building corporate cultures, creating solid organizational growth strategies and plans, building and aligning virtual teams in driving change, and facilitating strategy dialogue and implementation

© **Leadership Coaching** - Accelerating self awareness, improving leadership skills and presence in the context of business challenges and virtual environments, individual and group coaching processes

© **Women in Leadership** - Enabling women to improve confidence and leadership skills with models, workshops, coaching and mentoring. We have a passion in helping women navigate the unique corporate challenges they face

The Piras Group team members are experienced in organizational consulting and executive coaching



Carol Piras
Managing Partner

Areas of Expertise:

- Leadership Development Strategies
- Building and Aligning teams
- Women in Leadership
- OD Methodologies and Processes
- Human Resource Strategies
- Executive Coaching



Peter Gaarn

Areas of Expertise:

- Executive Team Alignment
- Culture Renewal & Transformation
- Organizational Strategy & Design
- Strategic Change Management
- Executive and Leadership Development
- Executive Coaching



Sara Zeff Geber, Ph.D.

Areas of Expertise:

- Customized Management Development Training
- Team Building and Planning
- Team Kick-off and/or Acceleration
- Performance Management Systems
- Organizational Effectiveness & Strategy Development



Nancy Ross

Areas of Expertise:

- Executive Coaching
- Growing the Technical Leader
- Executive and Leadership Development
- High-potential Leadership Talent
- New Manager and Executive Assimilation



Therese Lenk

Areas of Expertise:

- Executive Development and Coaching
- Leadership Training and Facilitation
- Meeting Design and Facilitation
- Building High Performance Organizations and Global Teams
- Values and Culture Assessment



Areas of Expertise:

- Leadership Development Programs
- Executive Coaching
- Team Effectiveness
- Organizational Effectiveness
- Culture Transformation as a competitive advantage

OUR UNIQUE LEADERSHIP PRACTICE

Our leadership practice helps clients create solid organizational growth strategies and plans, build and align teams in driving change, and design an effective leadership development framework for lasting results.

Our leadership development services include:

- © Creating leadership strategies
- © Leadership coaching
- © Creating employer of choice/ employee engagement strategies
- © Building competency frameworks
- © Conducting 360° assessments
- © Designing customized leadership and management training programs
- © Strategizing for organizational growth
- © Identifying values and building desired company culture
- © Team effectiveness
- © Assimilating new leaders

ORGANIZATIONAL DEVELOPMENT PRACTICE

Our Organizational Development work helps clients build solid foundations and to put consistent processes/practices in place for sustainable growth

Our Organizational Development services include:

- © Facilitating strategy alignment and implementation
- © Leading and managing strategic change
- © Re-designing organizational structures and processes
- © Evaluating workforce optimization
- © Facilitating cultural transformation for competitive advantage
- © Designing and facilitating leadership meetings and retreats
- © Implementing process improvements
- © Conducting organizational needs assessments
- © Conducting 360° assessments at all levels of leadership
- © Jump-starting product and project teams

LEADERSHIP WORKSHOPS & SEMINARS

A sample of workshop topics that can be customized to your leaders

- © **Effective Facilitation Skills**
- © **Leader as Mentor and Coach**
- © **Influencing Skills**
- © **Motivation and Talent Development**
- © **Negotiation Skills**
- © **Effective Communication, Problem Solving and Decision Making**
- © **Understanding Culture**
- © **Business Development Strategies for Growth**
- © **Leading Change**
- © **Performance Management**
- © **Managing without Authority**
- © **Managing Global Teams and Working in a Virtual World**
- © **Managing Time and Priorities**

EXECUTIVE COACHING PROCESS

Our individual and team coaching processes accelerate self awareness and identify high leverage change opportunities. Services include senior leader on-boarding and assimilation and improving leadership competence and team alignment for accelerated productivity. We also provide workshops where leaders learn to improve their coaching skills on the job.

Our typical 6 month coaching process includes:

- © Leadership assessment and key stakeholder feedback
- © Face-to-face 1:1 bi-weekly coaching sessions to accelerate learning
- © Action and development planning
- © Strategic networking and building alliances
- © Scenario review and planning
- © Goal monitoring and evaluation
- © Communication strategies
- © Additional inventories and instruments to heighten self awareness
- © Customized scorecard and program report for further development

TEAM-TO-TEAM COACHING



- The intact leadership team** participates in the program (including the sponsor).
- Three 3-hour kick-off sessions** to explain the program, meet individual business coaches and prepare the team.
- Assessment interviews** conducted to identify team and organizational performance barriers.
- Individual coaching sessions** per executive over a six (6) month period to include a 360° assessments and feedback, key stakeholder interviews, development plan and goal identification.
- Systemic issues** collaboratively identified between coach/participant (via coaching sessions) and coaching team (via ongoing dialogue/periodic reviews).
- Three feedback sessions with the sponsor** to check progress, consider systemic issues impacting business performance and provide recommendations.
- Facilitate three half-day team meetings** to share team profile of strength and development opportunities; identify and discuss cross functional barriers & opportunities and develop specific actions to address them.
- Ongoing interventions** in the areas of strategy, organization, process and culture identified and delivered as a result of discussions with the top team.
- Evaluation of program** at all levels: individual, team and business performance.

WOMEN IN LEADERSHIP PROGRAM

Helping Women Lead Effectively

The Piras Group's unique framework encourages every woman to find her own definition of effective leadership through specific programs tailored to the female leader. Our presentations and workshops include tools and strategies for helping women establish greater leadership presence in roles they play.



All Women Lead™

- © Workshops and seminars
- © Models and tools for leadership presence
- © Coaching and mentoring
- © Designing and facilitating company specific leadership issues
- © Creating forums for women leaders to share experiences

TOOLS AND RESOURCES

The Piras Group creates a strong "fit" between our client's needs and the resources we offer

Customized Surveys

- © Survey creation, communication, administration, data analysis and reporting
- © Culture, training priorities, competency profiles, management, employee feedback

Resource Network

- © Partners who specialize in decision accelerating methodologies, innovation, collaboration technology, inter-cultural workshops, on-line training, and interactive learning

Assessments

- © PDI, Lominger, DDI & other Leadership 360°, Myers Briggs Type Indicator, DISC Personal Profile and Team Dimensions, Thomas Kilmann Conflict Mode Instrument, Firo-B, Work Expectations Profile, Strong Campbell Interest Survey, 360° Values Assessment, EQ/EQI Cultural Health Assessment, CCL Executive Dimensions & Benchmarks, Gallup StrengthsFinders

Technology and eLearning Resources

- Development of web-based training curriculum and testing

Training and Workshops

- © Customized management development and education topics offered half day, full day, and multi-day formats



THE PIRAS GROUP NETWORK

We have a vast network extends globally to locations in the U.S, Canada, Latin America, China/Asia Pac Region, UK, Germany & India to deliver services whenever and wherever you need

Our local partners have breadth and depth in OD, coaching, leadership development, facilitation and training and intercultural work

Our technology partners increase global reach through e-learning and interactive media services

INDIA BUSINESS CONSULTING



CONVERSANT



PROVEN SUCCESSES

We've helped clients across all industries to achieve their unique definitions of success:





Contact us to discover how we
can help your leaders soar

925.866.0235

www.thepirasgroup.com