

Parameter for choosing Leadership, Management and Employee Training:	Benefits of TLI:	Beware of companies that:
<p>Team-builder Leadership Institute www.theteambuilderadrc.com 855-205-6153 (toll free)</p>	<p>Average cost of training per individual is less than the national organizational average spent per individual (\$1,250 per yr.)</p>	<p>Silo'd training courses that only target a symptom or behavior and not the whole solution and underlying challenges</p>
<p>Great value and Lowest Price</p>	<p>3, core, highly sought after programs in one system. The cost of our proven quality system is many times less than the cost of the individual programs from other sources</p>	<p>Often more than 4 times the cost of TLI's system and requiring additional travel expenses</p>
	<p>Learn it and use it in real-time, on the job</p>	<p>Difficult to retain or retrain due to lack of exposure</p>
	<p>A complete system providing leadership , interpersonal communication and project/task/time management skills</p>	<p>Questionable ability to adopt and implement. Presenters of written scripts vs trainers with subject expertise</p>
	<p>Compass 1: Leaders and managers receive leadership, communication skills and project/task/time management skills</p>	<p>Focus more on short-term 'Band-Aid' solutions versus a process to ensure prevention of chronic problems</p>
	<p>Compass 2: Employees receive critical communication skills and project/task/time management skills</p>	<p>Puts the accountability for workplace harmony, primarily on individuals, not the leaders</p>

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Conflict Resolution	4 easy-to-understand communication styles that teach you HOW to interact with the others to generate smooth communication	A complex communication style matrix, difficult to understand, remember or use
	Communication style assessment to easily identify your own and others styles confidently	No understanding of WHY people communicate differently, therefore they are unable to sustain positive interactions
	Teaches why people do and say what they do so you can easily interact with them and enjoy wonderful results	Lack any specific instructions as to how to conduct the interactions to produce the desired results. (Just telling someone to be nice to others doesn't help them actually know how to do it)
	A wordsmith guide to what and how to say various words and phrases to get the results you are after	Most programs typically identify the label, but never teach individuals what to do or how to interact with others between the styles and are complicated
	Provides the tools to recognize and effectively interact with the other communications styles	
	New, proven Leadership Style- GSC-Goal, Structure, Culture specifically eliminates conflict before it begins	
	Compass 1 & 2 provide leaders and employees skills to eliminate conflict, through communication, organization and solid appreciation of work harmony and reciprocity	

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<p style="text-align: center;">Toxic Behaviors (Physical or verbal activities that create negative feelings or unhappiness) I.e.. Politicking Character assassination</p>	<p>GSC is the new and most effective leadership style. The course provides people who do not have the skills to teach, train and interact with others harmoniously, how to become highly efficient</p>	<p>They don't address the underlying beliefs that generate the negative behaviors: resulting in complaints, gossip, turnover, law-suits, and tons of wasted 'human capital' time and energy</p>
	<p>Participants develop emotional control, self discipline, goal focus and anger control. D.A.R.R. technique helps to dissuade toxic reactions</p>	<p>Do not provide comprehensive tools that will enable you to change your beliefs, behaviors, and align your actions to your desired goals</p>
	<p>Focuses behaviors on desired professional outcomes instead of emotional outbursts. PMGA method easily implemented for meetings, coaching, and annual reviews</p>	<p>Unclear process of how to tie individual and company goals together</p>
	<p>Aligns behaviors and activities with organizations goals</p>	

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Team-builder Leadership Institute www.theteambuilderadrc.com 855-205-6153 (toll free)	Easy to use interactive course system (online access 24/7-personal log-in & privacy)	Focus less on quality of concepts; more focus on the modality/entertainment aspects
	Self-Paced with practical, usable everyday material; on the job training!	Temporary learning due to only one exposure of instructor teaching material
Ease of access & Features	Progress tracking for participant and supervisor	Training interruptions from participant stories or interruptions not related to your needs, or the group
	Sequential learning modules: Built to teach concepts in each lesson to apply in real life	Inconvenient (travel and work interruptions), uncomfortable training atmosphere; hard to focus
	Retention rate is between 90-100%: verified by knowledge assessments	Typical retention of information is less than 5%!
	Unlimited availability to refresh learning at your convenience to ensure total acquisition of skills (workbook with video coaching)	Not sustainable or easy to implement
	Easy to follow; chapters each provide an assessment and interactive activities, coaching videos and feedback to ensure retention and skill use.	
	50 + coaching and mentoring video sessions	

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	Individual Communication Style self-examination©	
Ease of access & Features	Individual Spiral Belief System self-examination©	
	Extensive interpersonal communication techniques and skills	
	148 page coaching and mentoring program guide	
	Our leadership experts are available to assist and ensure your course success	
	You will receive your mastery certification upon of Completion	

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Team-builder Leadership Institute www.theteambuilderadrc.com 855-205-6153 (toll free)	Skills that create a work environment based on trust, mutual respect and honesty	Skills and activities based on authority and control which often creates resentment (Transactional Leadership Style)
	Perfects onboarding and team assimilation	Does not delineate HR vs leadership onboarding boundaries to create the best employee assimilation from the start
Leadership Style	Focuses all activities and actions on acquisition of the organization's goals	Exclusionary not inclusionary - 'I'm a higher level and thereby, you don't have a 'need to know' (Transformational Leadership Style)
	Marries the individual's goals with the organization's goals to create a synchronous goal focus	Focuses on processes and blame (whether recognized through the training or not)
	Focuses on people and results: prevention not discipline	Does not include employees as partners, more as 'tools or resources': creating apathy, resentment, conflict and lack of trusting engagement
	Develops people to be well rounded and strong in all areas, including their weaknesses	Many only use people for their strengths
	Values based - focused on harmonious activities and results (liking or disliking each other never a factor)	Often inadvertently advocates giving instructions and walking away with little to no attention and effort on support or assistance (Laissez Faire style)
	Focused on organizational and individual goal achievements: collective group success	
	Provides structure, steps and control through agreement, i.e., follow-up, teaching, training, assisting and supporting	

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Sustainability	Designed to adopt as an operational standard, solidifying efforts and creating a unified sense of purpose for senior management, to the lowest wage earners	Lacks a clear system of instruction and shared information resulting in confusion, missed deadlines and poor results
	Creates a reciprocal communication environment and vehicle providing everyone with the understanding of how and why we are doing it this way	Doesn't provide the necessary skills and techniques to everyone in the workgroup. I.e.: no one can do the others job if they are out on FMLA, vacation or leave-not sustainable
	A smooth fluid method and environment of communication where information flows easily	No emphasis on 'on-the-spot' correction to support and quickly resolve mistakes and habits that could form
	The automatic creation of an energetic and efficient leadership succession plan, process and system (regardless of mergers, new hire leaders, new employees, promotions etc.	

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Change management	The ability to demonstrate and show how the change is necessary and in every individual's best interest	Lack of focus on providing incremental evidence that the change is working
	People are free to create innovative ideas that will produce positive change and benefit everyone	No emphasis on the need to create buy-in for the change before it is undertaken
	Facilitates small successes to make the change more palatable and attractive	Little focus on attaching the results of the change on the well-being of the individuals being affected
	Provides the tools to obtain and create emotional 'buy-in' from the affected individuals assuring the change will provide the biggest R.O.I. and acceptance	

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Time/project management	Provides a thorough understanding of the pre-planning and organizational skills required to achieve the results (time, personnel and material)	No solid recognition that to be an effective leader, you must have 3 critical skills of leadership, communication and project/task/time management
	Provides an understanding of each individual's ability to positively or negatively effect the project or process through their efforts	Segregates skill sets- not inclusive as a unified set of skills
	Provides all role levels a deep understanding of the value of processes and communication so that projects come in on-time, on budget, and with the quality required	

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<p>Team-builder Leadership Institute www.theteambuilderadrc.com 855-205-6153 (toll free)</p>	<p>Provides "PMGA" process, 7 steps to coaching, and other techniques to create an environment where people are inspired to be there and participate as opposed to needing to be motivated through the "Carrot or the Stick" method</p>	<p>Less focus on standardized operational environment where everyone consistently knows what, when, and how to do it</p>
<p>Productive (and positive!) work culture</p>	<p>Creates an operational environment where employees welcome their leader's presence, knowing full well that they only do things FOR them and never TO them</p>	<p>No focus on Omni-Directional information sharing: not transparent to all involved, creating dissention</p>
	<p>Creates a culture of open acceptance regardless of age, ethnicity, gender, etc. The focus is on the group's work and desired results</p>	<p>Little or no focus on workplace harmony and cohesion. (People work most effectively for the company goals when they get along!)</p>
	<p>Performance based system of rewards, designed to create enthusiasm and mutual appreciation. Genuine desire to help the company achieve its goals</p>	

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Low morale	Provides leaders the confidence and knowledge to engage employees consistently before trouble starts	Based on process and authority type leadership models which don't inspire or produce high morale
	Provides the tools to engage employees ensuring they feel valued and appreciated	
	Teaches transparency and how to make the environment open	