

Transformational Leadership Customized Retreat for Leaders and Their Teams

What if your next retreat was a major turning point for your organization?

The way in which leaders and their teams communicate and operate profoundly impacts the culture of the organization and what's possible in it. Investing in the right shared leadership development experiences and practices, customized to address specific challenges and goals, can accelerate establishment of a new level of energy, focus, discipline and results for your organization.

A strategically customized retreat can be a turning point, a transformative tool for setting a new tone and direction, impacting how people communicate, think about their roles, and the team, and infusing new enthusiasm and commitment into how they operate and what you can achieve.

In creating a Transformational Leadership Retreat, we use a 6-question coaching model in the planning process that can also impact how you and your team thinks about and plans future meetings. Processes and program elements are customized to achieve your goals, with an emphasis on engaging members in taking responsibility for producing the desired outcome. The program includes:

- Planning
 - Goal and outcome clarification conversations
 - One-on-one interviews with team members to identify what's in place as well as issues that may thwart achievement of the goal, and to support buy-in and achievement of the outcome
 - External benchmarking or fact-gathering, as needed, to support achievement of the goal
 - Development of dynamic, customized interactive program focused on engagement of team in taking responsibility for achieving the desired outcome after the retreat
 - Agenda approval
 - Guidance/coaching for leader in communicating prior, during and after the retreat, to support acceleration of desired outcomes
 - Guidance for requests or prework for attendees in preparation of session, as needed
- Professional facilitation of session and exercises day of retreat to support achievement of outcome
 - Exercises and distinctions to build or expand effective leadership communication, as desired
 - Real-time work to address challenges and issues
 - Action planning to create plan, structures of support for implementation after retreat
- Follow up conversation with leader to support achievement of outcome and any fine-tuning

Pricing and Venue:

- *Services and retreat program as outlined above*
 - *Retreat day held Catalyst Ranch*
 - *656 W. Randolph, Suite 3W, Chicago, IL 60661*
 - *On site lunch, morning and afternoon snacks*
- *Pricing to be quoted based on number of participants, benchmarking and outside research, venue, if other than Canyon Ranch, and travel*

This program is recommended for leaders:

- *In new roles*
- *Of newly formed teams*
- *Who wish to set a new direction*
- *Who need people to operate act at a higher order of magnitude, with more creativity, collaboration, efficiency, or customer focus*
- *Who need to transform a situation, a culture*
- *Of merged organizations*

What Clients Say

Engaging Sloane Communications to assist in the process to transform the way we think about our work together in the Office of Advancement was a key step in our continuous improvement journey. During our staff retreat, they helped us to identify organizational and cultural barriers to success. They helped also to build a new vocabulary that supports shared accountability for improvement.

Regina D. Biddings-Muro, Vice Chancellor, Advancement, Purdue University Calumet

A key mission of my role at PepsiCo was to develop a global internal engagement and communications strategy tied to my firm's most visible and important business strategy. You worked with me to crystalize my vision, and develop, articulate and document a powerful strategy I could communicate simply and was enthusiastic about implementing. We also worked together to develop strategies to gain the buy-in of peers and senior leadership, to prepare for my presentation of the strategy to top leadership, and to develop, with my team, engaging program elements that were essential to the successful launch of the initiative. Your expertise, insights, and collaboration were invaluable to me, as I directed an important initiative while still new in my role. Working with you was rewarding and enjoyable and I was very satisfied.

Mary Viola, former Vice President, Communications, PepsiCo

Purdue University Calumet found the campus immersed in significant change, which left students, faculty, and staff very uneasy. We brought Sloane Communications consultants Jackie Sloane and Anil Saxena to campus to work with our administrators and staff to review the changing environment and to provide the beginning steps for an intervention to ready everyone for the inevitable changes that were already taking place.

Jackie and Anil worked to collect data and share it with the senior level administration to measure the pulse of the University. Their work was "spot on" and was used as a way to share widely held points of view with the entire staff and administration. They uncovered the good, the bad, and the ugly. These truths led to dynamic discussions and made the intervention a success. They were able to conduct workshops and bring out further pent up feelings; and desires for enrichment of individual jobs and the campus community as a whole. We have enjoyed Sloane Communications consulting activities and would highly recommend them. We are sure they will be coming back to Purdue University Calumet.

Thomas L. Keon, Chancellor, Purdue University Calumet

I worked with Anil on an extremely in-depth culture change initiative that was to be delivered in a very short time frame. Anil was a STAR! He worked fast and he delivered. He had great ideas and executed well.

Anil is the best consultant that I've worked with in the last 10 years. If the project is important, I'll call Anil to get it done right, and done on time.

Mary Hart, Underwriters Laboratory

Anil successfully developed a comprehensive change program to drive a global compliance initiative in BP. He delivered quality training and innovative tools with limited resource and budget. Although Anil was not an expert in compliance, his knowledge of change and ability to create practical tools for the target audience led to a very successful program.

Mike Wayman, BP

Anil was instrumental in the success of the biggest change initiative that our organization has ever taken on. He led the planning and execution of the process development and reorganization of our 1,100 person IT department. Not only was it a huge effort by it was completed successfully in three months.

Chris Nichols, CME

Hot Mama's Foods hired Jackie Sloane as an executive coach for one of our senior management employees. We quickly realized that we had an opportunity to expand the skills of the entire management team through some group training work as well. In both ventures we were very pleased with the work that Jackie did for us. As an executive coach, she quickly earned the trust and confidence of the manager. She gave him tools that he could use immediately to improve his leadership style and helped him address some of the morale and teamwork issues that were present in his staff. He improved in his ability to motivate and coach his team and he learned valuable communication and listening skills. Jackie provided several group trainings to improve communication skills and accountability amongst the management staff. These were well received. Managers felt that they learned how to be more assertive by making clearer, more specific requests and taking initiative. They learned how to listen without getting defensive and communicate their concerns or needs without generating conflict. The participants found that they were able to implement what they learned and noticed excellent results. In general, they found that this improved their ability to work together as a team and that there was more cohesion, support, and respect as a result. They also found that they could use these tools with their staff so that a sense of shared leadership emerged throughout the organization. One manager reported using the communication tools with her front-line employees to empower them to take ownership of a new product introduction. The results far exceeded expectation, with the production workers implementing a system that enabled them to reduce production time by 50% from what had been originally anticipated. I highly recommend Jackie as a coach and trainer.

Lisa Dufour, Director of Human Resources, Hot Mama's Foods

Program leaders

Anil Saxena and Jackie Sloane are seasoned leadership and transformation consultants who have worked with leaders to create, launch, sell and implement successful transformation initiatives. They have served leaders at privately-held, public sector, not-for-profit and Fortune 300 organizations in most industries including communications, consumer products, education, financial, manufacturing, medical, medical products, pharmaceutical, publishing, retail. Clients include Abbott, Accenture, Bank of America, Campbell's, Comcast, Deloitte, DeVry, Grant Thornton, Hot Mama's Foods, Hollister, Hospira, Pepsico, Purdue University Calumet, Navistar, Safer Foundation, University of Illinois at Chicago, Underwriter's Laboratories, Walgreen's, and many others.



Jackie Sloane specializes in enhancing ability to achieve significant results and greater well-being through how clients engage others, communicate, and cultivate relationships. She has over 25 years' experience in executive coaching, leadership development, communication and engagement consulting. The Generative Leadership Communication program she developed has been credited with unleashing creativity and innovation and reducing production time at client organizations. She has served leaders, teams and groups at privately-held, nonprofit and Fortune 500 firms in a variety of industries, including academia, manufacturing, professional services, pharmaceutical, medical, medical products, publishing, consumer products, and retail. She has created and delivered retreats, culture change and engagement consulting and programs and leadership and professional development programs for Navistar, Pepsico, Purdue University Calumet, University of Indianapolis Alumni Association, Lincoln Park Business Development Institute, University of Illinois at Chicago, and many client organizations. Jackie wrote the Executive Coach column for *Executive Travel*, a Time Inc. publication for five years. She is a graduate of University of Illinois at Chicago, holds two coach certifications, including Master Certified Coach, has a Certificate in the Executive Team Alignment Process and is certified by the Center for Creative Leadership to facilitate use of the Center's assessment tools. She is a community member of two national leadership practices, Karlin Sloan and Company and bridge between and has completed many coaching, leadership and communication programs.



As the Senior Consultant with Cube 214 Consulting, **Anil Saxena** partners with client companies on all types of organizational changes, including talent management initiatives, major department reorganizations, and technology shifts, developing highly successful change management programs. He works with clients to increase both customer and employee engagement, while decreasing turnover, improving customer retention, and increasing profitability within organizations. With more than 18 years of experience in organizational change, development, and talent management, Saxena provides valuable insight and best practices in a common sense and easy to understand style. His focus is on ensuring that all coaching, training, and development can be applied immediately. Anil employs a creative and enthusiastic approach to training, encouraging participants to learn in an enjoyable, relaxed environment. He has held Change Management leadership positions in major companies such as BP, Discover, and Gallup. Recent clients include DeVry, True Value, CME, Purdue University Calumet, AM Castle, Underwriters Laboratories, Safer Foundation, McDonald's, Cole-Palmer, Fisher Scientific, Campbell's, Hospira, Rotary International, and Walgreens. He is a graduate of IIT, has served as an Associate Professor at University of California, Irvine, teaching management development, change management, and organizational change, and has a Master Certificate in leading organizational change from Northwestern University.