

# DOVE DEVELOPMENT & CONSULTING

*Helping Organizations Clear the Biggest Hurdles That Keep Them From Achieving Their Peak Performance and Profitability!*

## *Portfolio of Services*



**EMERGING LEADER DEVELOPMENT**  
*A Program Tailored To Bridge The Gaps In An Emerging Leader's Transition*



**IMPACT LEADERSHIP ACADEMY**  
*Immediate & Measurable Proven Action Capturing Tangible (results)*



**EXECUTIVE LEADERSHIP ELITE THINK TANK**  
*A Community Designed To Transform Your Organizational Leadership Culture*



**INTENTIONAL ACTION FOR ONGOING GROWTH**



**A DAILY DOSE OF LEADERSHIP**



**EMERGING LEADER DEVELOPMENT**

**DOVE**

**DEVELOPMENT & CONSULTING**



**LEADING AT THE NEXT LEVEL**



**IMPACT LEADERSHIP ACADEMY**



**EXECUTIVE LEADERSHIP ELITE THINK TANK**

# Who We Are



Wes & Cindy Dove are nationally recognized thought leaders, authors, and trainers with a proven track record of helping organizations in every cross section of industry improve productivity and increase profitability by providing practical tools that supervisors, managers, executives, and owners can apply immediately to build stronger values-based cultures and create a best-in-class leadership environment that attracts great talent and achieves measurable results.

Wes & Cindy are approved recertification providers with the Society of Human Resource Management (SHRM), the Human Resource Certification Institute (HRCI), and the National Association of Long-Term Care Administrator Boards (NAB/NCERS). Dove Development & Consulting has also worked with Virginia’s Department of Labor (DPOR) to have coursework approved to count toward the classroom hour requirement for registered apprenticeship programs.

Both Wes and Cindy are Certified Human Behavior Consultants as well as Certified Trainers, Speakers and Coaches through Maxwell Leadership, and Wes holds a professional credential (SHRM-CP) through the Society for Human Resource Management.

In addition to helping teams capture lost profitability through stronger leadership, they enjoy time with children and grandchildren, their rescue dogs, and visiting Florida’s Gulf Coast.

To learn more about working directly with them, they can be contacted at [admin@dove-development.net](mailto:admin@dove-development.net) or by visiting their website, <https://dove-development.net/>



## How We Deliver Results



Whether it's a large group or a small executive team, our objective is to always provide practical tools that can be applied quickly and simply so the entire organization achieves a tangible return on investment!

In addition to the curriculum we've put together based on nearly 50 years of combined experience, as well as the world-class content we're licensed to deliver, we put very intentional thought into each possible way we can position the organization's we work with in positive light with their current team members, perspective team members, customers and clients, and the community they serve.

In any economy, developing a reputation for being *best-in-class* matters! When the right tools are in place, an organization is easily recognized as such by everyone they potentially impact. Not only do we build each lesson to offer applicable action steps to every participant, we're also very intentional about working with our clients to shine a spotlight on the investment they've made in their team members so they're providing a level of service that's unmatched in their respective industries!



If you're looking to create an atmosphere that attracts the best and brightest in your field, to develop a culture where engagement and productivity are constantly reaching new all-time highs, and an environment that your top performers would never dream of leaving, rest assured that we build tools for each of these into everything we do!

## Who We Serve

We serve a wide range of clients in various industries because leadership and effective communication drive profitability in every field! Here are a few, but there are many more...



# Our Programs Support Leaders at ALL Stages:

## ***A Program Tailored to Bridge the Gaps in ANY Leader's Transition!***



**EMERGING** LEADER DEVELOPMENT

Don't let the name fool you! This course isn't just for *Emerging Leaders*. We created it to build *Effective, Extreme, Engaging, Expansive, Energetic, Empowering, and Enlarging* leaders too! It's designed to provide tools that ANY leader can begin to implement immediately so they can overcome the challenges they face as their responsibility becomes more about leading the people on their team than executing a specific task.

## ***A Resource Geared at Providing Ongoing Support for Every Leader's Journey!***

Initially created as an ongoing resource for those who had completed our *Emerging Leader Development* course, this *Leading At The Next Level* program now offers additional options for individuals and organizations to be very intentional about creating sustainable professional development plans covering a wide range of topics.



**LEADING** AT THE NEXT LEVEL

## ***Guiding Leaders through Immediate & Measurable Proven Action Capturing Tangible Results!***



**IMPACT** LEADERSHIP ACADEMY

Built out of sheer necessity and based on a structure we've used in dozens of organizations, the IMPACT Leadership Academy is designed to help a group of individuals take immediate & proven action capturing tangible results as they lead their teams.

## ***A Community Designed to Transform Your Organizational Leadership Culture!***

This exclusive group provides senior level executives and business owners with an atmosphere for ongoing leadership development, a confidential environment for collaboration and feedback on the leadership issues they're facing, and to strengthen their business relationships with other top leaders.



**EXECUTIVE** LEADERSHIP ELITE THINK TANK

***We offer each of these proprietary courses publicly to accommodate individuals and smaller organizations but also tailor them to meet the specific needs of larger corporate cultures.***

# Effective Communication & Sustainable Results

## Building Better Communication & Emotional Intelligence into Your Culture!

Just a few years ago, Salesforce.com released their finding from a study of nearly 1,400 corporate executives where "86% cited lack of collaboration and ineffective communication for workplace failures." We provide a practical approach to address these issues! By teaching the simple principles and practices based on the science behind the DISC Model of Human Behavior, we're able to teach everyone in an organization how they can apply simple steps that produce tangible results while increasing the overall emotional intelligence of each individual team member!



## Strategic, Action-Based, and Focused on Results that Drive Increased Profitability!



Our foundational training gets your team moving in the same direction providing the right foundation to grow from. Our content driven coaching strategically develops leaders in the areas and directions of desired growth. We then take leaders through an experiential learning model enabling them to choose the next level of leadership content specific to their needs ensuring they are coached and developed in the right areas for continued growth toward their best levels of leadership.

- ✓ Dove Development & Consulting, LLC is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP®.
- ✓ Dove Development & Consulting, LLC is also recognized by the HRCI as an Approved Provider and is authorized to use the "Approved Provider" seal with HR-Related continuing education workshops and seminars.
- ✓ Dove Development & Consulting, LLC is an Approved Provider with the National Association of Long-Term Care Administrators and offers various digital courses that have been approved for NAB/NCERS continuing education credit.
- ✓ Dove Development & Consulting, LLC has been able to work with the Virginia Department of Labor and Industry to ensure the training and professional development options provided is recognized to count toward the total number of required classroom hours for those enrolled in registered apprenticeship programs.
- ✓ Reach out to [admin@dove-development.net](mailto:admin@dove-development.net) for additional details on how your organization can take full advantage of this option.





Designed to provide participants with relevant tools they can apply immediately to lead their teams more effectively as they transition to ANY role with additional or changed leadership responsibility. Lessons are action-based and require participants to identify the specific action steps they can implement from each of the six lessons, the results they want to achieve from those action steps, and how they'll be able to measure the tangible return moving forward. A certificate of completion can be earned by each participant who outlines their action steps and provides those to their immediate supervisor or manager as well as Dove Development & Consulting. While our goal with this course is to provide participants with tools they can use right away, and initiate collaboration between them and their manager to ensure longstanding behavioral change that builds a strong leadership culture, we also offer one-on-one *Strategic Leadership Coaching* to aid individual participants in implementing their defined action steps.

**Course Overview:**

Three of the lessons are covered in the first half-day session and the remaining three are covered in the second half-day session, typically one week later (a digital option is also available):

*Lesson titles and objectives:*

- 1. Why Leadership?
  - ✓ This lesson provides a foundation for understanding that leadership isn't just tied to a title and how you can begin developing influence with the team you lead.
- 2. Critical PRINCIPLES for Effective Communication
  - ✓ Understanding the challenges a leader faces when communicating their message and learn five key principles to build influence within your team with every interaction
- 3. Recognizing & Understanding Communication Styles
  - ✓ How to avoid the traps of "Speaking the Wrong Language"
  - ✓ This lesson provides a framework, based on scientific study, for communicating with others based on their individual needs.
- 4. Critical PRACTICES for Effective Communication
  - ✓ Apply five key practices to establish strong relationships and develop an awesome culture within your team.
  - ✓ Building on lessons 2 and 3, this lesson provides practical steps that can be applied to strengthen the connection a leader has with each team member.
- 5. Keep Growing to Keep Leading
  - ✓ How to build a personal & professional development plan to excel at EVERY level.
- 6. Leadership Thinking
  - ✓ The importance of strategic thinking in a leadership role.
  - ✓ We can't lead at the next level if we're thinking like we did in our previous role. This lesson provides participants with challenging questions to ask themselves in each new level of leadership responsibility.



## How Can You Build an Organization that's Focused on Recruitment, Retention, & Culture?

This course is designed to provide tools that can be applied in any organization to create an atmosphere that attracts and retains great people with best-in-class talent ethically while building genuine diversity and inclusion.

The cost of turnover can often be as much as 300% of the position's salary. Replacing someone in a leadership role could easily cost the organization six figures... And what about the attrition that happens throughout the team because of any deficiencies in leadership? How does this impact the service that each customer or client receives? Having the right tools in place could save a company tens of thousands of dollars in staffing costs as well as adding huge numbers to the bottom line through improved productivity with far less time wasted perpetually training new team members! This course is built to provide significant Return on Investment by helping you build an entire team that's focused on addressing these issues!!!

### **Course Overview:**

Like our *Emerging Leader Development* course, this is delivered in two half-day sessions and a digital version is also available.

### *Lesson titles and objectives:*

1. What Attracts Talent & What Pushes Talent Away?
  - ✓ This lesson digs into the key practices our front-line supervisors and managers can apply to attract great team members, improve retention, and increase employee engagement.
2. A Leader's Impact on Recruitment & Retention
  - ✓ This lesson looks at why people join organizations, as well as why they leave, and provides key steps a leader can take to build this into all levels of their organization and have a direct impact on recruitment & retention.
3. An Ethical Culture with Real Diversity & Inclusion
  - ✓ This lesson addresses each of these issues and provides steps that can be applied immediately in building a world class team that can be held up as an example with results to back it up!
4. Onboarding That Gets Results
  - ✓ This lesson guides participants through a step-by-step approach to building an onboarding process that increases engagement and retention while having a direct impact on overall productivity!
5. Why Organizational Culture Matters
  - ✓ This lesson provides three specific pieces addressing the overall importance of organizational culture, the foundation for strengthening that culture, and a process for defining the values that make the culture thrive.
6. How to Make Sure Working for You Doesn't Suck!
  - ✓ This lesson details the costs of job misery, the benefits of a positive work environment and provides practical steps for making sure working for you doesn't suck – and provides a true sense of purpose for the team members you lead!

## Recruitment, Retention, & Culture A Leader's Guide to Building a Great Team



## Guiding Leaders through Immediate & Measurable Proven Action Capturing Tangible Return



**IMPACT** LEADERSHIP  
ACADEMY

This exclusive Leadership Academy was developed out of sheer necessity! Organizations of all sizes invest significant amounts of time, money, and energy improving their processes with hopes of becoming more profitable. Sometimes this is based on a goal of being best-in-class in their respective markets or industries but sometimes it's just to stay competitive in attracting

customers or top talent. All too often though, the things that can have the most immediate impact on profitability are completely overlooked because they're considered *intangible*... What are those things? Those things are the tools that develop strong and effective leaders throughout an organization, and those things are absolutely measurable in your bottom line!

The *IMPACT Leadership Academy* is designed to serve a very specific purpose for every individual participant and the company they represent. We use a very strategic approach to provide a strong foundation of servant leadership principles and work with each member on a one-on-one basis to implement and sustain new behaviors that their team members will notice right away.

Contrary to an all too popular belief, the skills required to be an effective leader ARE NOT "soft" or "intangible." This program teaches participants not only how to lead their teams better, but how to measure the results of the action steps they take to track a tangible return on investment!

Offered both in-person and virtually, participants are part of a one-year intensive engagement that's designed to achieve their strategic leadership initiatives. This engagement begins with an intake session where Wes & Cindy Dove meet with the individual participant and their immediate manager to determine the specific areas of focus that need the most attention throughout the process and what success will look like at the end of the engagement to ensure expectations are met and a significant return on investment is achieved. After this initial intake session, participants will have monthly one-on-one *Strategic Leadership Coaching* sessions focused around the steps they are implementing to achieve their goals. Additionally, participants will be part of three quarterly half-day sessions (Q1 through Q3, in-person or virtually depending on enrollment) and our annual full day leadership event held in Q4. These group sessions follow a very detailed timeline and curriculum designed to provide the most applicable content and build mutually beneficial relationships with other leaders. The annual engagement in the *IMPACT Leadership Academy* concludes with the



participant providing their manager with a report-out detailing the action steps they've taken throughout this process and the impact those steps have had on the profitability in their area of responsibility.



**IMPACT** LEADERSHIP  
ACADEMY

Immediate & Measurable Proven Action Capturing Tangible (results)







## ***Transform Your Leadership Culture!***

When we first created this exclusive group, the goal was to provide organizational leadership with an atmosphere for ongoing leadership development, a confidential environment for collaboration and feedback on the leadership issues they were facing, and to strengthen their relationships with the leaders from other businesses in the Harrisonburg, VA area. Not only have we done all those things effectively for several years, we've also been able to expand that model and offer it on-site as a quarterly executive retreat so organizations can be intentional about developing a strategic focus on their internal leadership development! The annual public group offered in the Harrisonburg area is limited to a maximum of 15 participants. This is a yearlong commitment with full group sessions being held quarterly. Each public session follows a very intentional structure to ensure all participants get maximum value from not only the content covered, but also from stronger relationships built with their peers in this group.

To ensure each participant recognizes measurable return on investment for their investment into this process, we also provide each participant with monthly *Strategic Leadership Coaching* sessions where we work with them to turn their desired action steps into actual business practices that impact their entire organization's leadership culture.

Whether you're a business owner interested in collaborating with other owners in different industries or you're an executive who's ready to transform the leadership culture in your entire team, this is a proven approach that's worked for dozens of executive leaders already! Let's talk about how it can help you too.

### ***Participant Criteria:***

- All members must be owners or executives responsible for \$2+ million in annual revenue and have at least 10 people working in their company/work group.
- All members must be solution-focused; in order for an issue to be discussed in a group session or the discussion forum, it must be accompanied by at least one practical solution.
- A professional level of confidentiality is expected. Issues discussed in the room (specific situations and/or personnel) stay in the room.
- While we hope it's never needed, membership may be terminated if a member violates standards of professional integrity or becomes a source of negativity within the group.
- Attendance/Participation is critical. Members are expected to attend at least 3 of the 4 annual sessions. Alternates may be considered with advanced notice.
- **Participant Criteria for Corporate ELETT sessions are determined on a case-by-case basis with each organization.**

***\*Member organizations also receive exclusive opportunities & discounts!***



**EXECUTIVE LEADERSHIP**  
**ELITE THINK TANK**



## ***A Resource Geared at Providing Ongoing Support for Your Leadership Journey***

Initially created as an ongoing resource for those who had completed our *Emerging Leader Development* course, this *Leading At The Next Level* program now offers more than 125 lessons so individuals and organizations can be very intentional about creating strategic, ongoing professional development plans. With topics ranging from strategic leadership development to effective workplace communication and improving employee engagement by building a strong organizational culture, you're sure to find a lesson that addresses nearly any challenge you're facing in your workplace today.



Live sessions are typically held from 4-5p EST on the 1st and 3rd Wednesday of each month and offer time for Q&A. Since that just doesn't fit everyone's schedule there's a comprehensive list of each lesson, we've provided in this *Leading At The Next Level* program since its inception in the 4th quarter of 2018. We welcome you to take advantage of these lessons as needed to help with your personal and professional leadership journey or to help with addressing issues that come up from time to time in our respective organizations.

We also offer specific packages that cover some of the most relevant topics that leaders face in business today. These packages are designed to provide tools that can be used immediately to address your challenge so you can see a tangible return on investment right away!

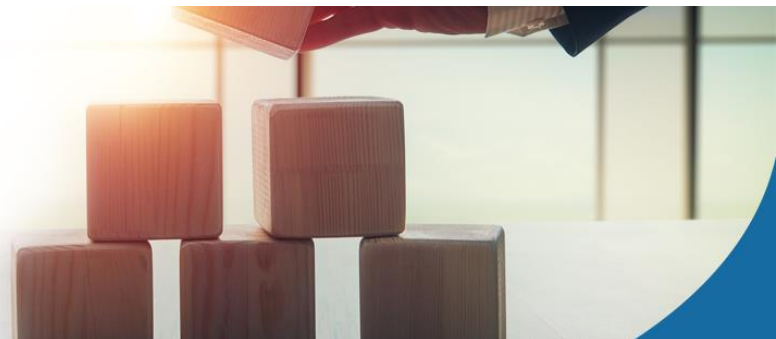
As Approved Recertification Providers with the *Society for Human Resource Management (SHRM)* and the *Human Resource Certification Institute (HRCI)*, nearly every lesson in this program has been approved for continuing education credits. Credit approval for each lesson will be shown by listing the organization by the title. Each lesson has also been approved through the Virginia Department of Labor to count toward the total number of required classroom hours for those enrolled in Registered Apprenticeship programs.

And we love customizing these lessons to be delivered onsite in order to help create strong leadership cultures throughout organizations!

For an up-to-date list of all the lessons included in this course, as well as specific information



regarding the continuing education credits approved for each lesson, you can use the QR code to learn more about accessing any of the digital options.



## How Can You Make Sure Priceless Experience Gets Passed On?

This course is built to ensure participants develop a strong understanding of all that's necessary to effectively train other team members on the technical aspects of a new role and to build their engagement in the organization's overall goals while doing so.

### **Course Overview:**

Like our on-site courses, this is delivered in two half-day sessions and a digital version is also available.

### *Lesson titles and objectives:*

1. The Difference Between Good Do'ers and Good Trainers
  - ✓ An understanding of the difference in knowing how to perform a task well and being able to teach someone else how to perform that same task well.
2. Understanding How to Adapt Our Communication Style
  - ✓ A practical approach for recognizing how to adapt their communication to best meet the needs of the individual they're training.
3. Earning Influence So What You're Teaching Them Sticks
  - ✓ Steps for building connection and earning influence with the individuals they're training in order to ensure what they teach them sticks!
4. This is Really Hard, Why Does It Even Matter?
  - ✓ How to help the team members they're training understand the importance of the task their performing as it relates to what the customer needs (the end customer as well as the next person who touches the product) as well as how their work ties into department and organizational goals/objectives!
5. Improving Results by Balancing Candor with Care
  - ✓ Steps they can take to have candid conversations when the person they're training is struggling without alienating them.
6. How Effective Communication Skills Produce Measurable Results
  - ✓ How investing the energy into ensuring effective communication has a direct impact on improving overall results!

Each participant will be expected to provide their immediate supervisor/manager with documentation of the immediate action step they can apply from each lesson as well as the three additional action items they will be working to implement moving forward from each of the six individual lessons.

To ensure participants not only receive training on the necessary steps for successfully training other team members but also learns to apply that training effectively, we propose providing individual mentorship/coaching to ensure that they're able to translate what they've learned into the action steps they take daily. The overall purpose of this individual mentorship/coaching relationship is to maintain a focus on achieving the goals of streamlining the operator training approach while increasing productivity and decreasing costs due to excessive downtime and employee turnover.

**Note:** This program is not listed on our website and is only customized upon request.



## Developing a World-Class Culture of Communication & Emotional Intelligence



Developing a strong culture within your organization that focuses on effective communication, really being able to connect with each person you interact with, isn't some touchy-feely fad... Poor communication has an immediate impact on your company's bottom line!

A full 86% of employees and executives surveyed by Salesforce.com cited a lack of collaboration or ineffective communication for workplace failures. Further, an SIS International Research study showed the cumulative cost per year due to productivity losses resulting from communication barriers at more than \$26,000 *per employee*. Not only that, the same study found that a business with 100 employees spends

an average downtime of 17 hours a week clarifying communications. Translated into dollars, that's more than \$530,000 a year.

Do the math for how this applies to your organization... Any way you slice it, there are much better ways for using those dollars!

Does poor communication impact employee retention? There's certainly no shortage of data showing that... And depending on the role, the cost of turnover can often be as much as 300% of the position's salary. Replacing someone in a leadership role could easily cost the organization six figures... And what about the attrition that happens throughout the team as a result of poor communication throughout the organization?

Now consider Travis Bradberry's statement that "EQ is so critical to success that it accounts for 58% of performance in all job types." As with every other leadership skill we work to develop, communication and emotional intelligence each have direct ties to your bottom line, but both are often viewed as difficult to improve and even harder to measure. We provide a practical approach to address these issues! By teaching the simple principles and practices based on the science behind the DISC Model of Human Behavior, we're able to teach everyone in an organization how they can apply simple steps that produce tangible results while increasing the overall emotional intelligence of each person that's involved!

As Certified Human Behavior Consultants, we've helped dozens of organizations and hundreds (more likely thousands) of individuals learn to understand their own unique communication style blend, how it can change under stress, how to immediately recognize the primary communication style of the person they're communicating with, and how to adapt their message so it meets that other person's needs. By combining this simple approach with an understanding of how to read and apply the results from a scientifically validated communication style assessment, we're able to help each person we work with become stronger in each component of emotional intelligence; *self-awareness*, *self-management*, *social awareness*, and *relationship management*.



Learn more about how we can help develop these skills in your leaders or throughout your entire team at <https://www.dove-development.net/EffectiveCommunication> or by reaching out to us directly to discuss getting the process started...



## ***Strategic, Action-Based, and Focused on Results!***

Improve overall performance, productivity, and profitability through our *Strategic Leadership Coaching* model tailored to provide you and your organization with measurable return on investment!

We've always put a high priority on developing material and delivering training that's practical so that each individual participant can easily identify the immediate action steps they can apply afterward that will provide them and the

organization they're part of with a tangible return on investment. Whether that's been part of an on-site session or through our digital resources, there has always been an expectation for each person to implement something they've learned and collaborate on their specific action items with someone they can be accountable to...

In a perfect world, that accountability is with the participants direct supervisor or manager. Our goal has always been to provide world-class resources that help team members and managers work more effectively with one another. But let's be honest, there are scenarios where there's just no more time in the day to squeeze this in. Having seen this time challenge slow progress (and results) in more than a few situations, and being trained, certified, and mentored by one of the world's leading executive coaches, we realized that the individuals and organizations we work closely with could benefit from this deeper level of support.

Our foundational training gets your team moving in the same direction providing the right foundation to grow from. Our content driven coaching strategically develops leaders in the areas and directions of desired growth. We then take leaders through an experiential learning model enabling them to choose the next level of leadership content specific to their needs ensuring they are coached and developed in the right areas for continued growth toward their best levels of leadership.

## ***Key Points to Consider with a Strategic Leadership Coaching Package***

Our priority is making sure you or the leader on your team we may be working with gets exceptional value through the training resources we provide as well as each personal coaching session. We do have a very limited number of spots available since we only provide this kind of service in a one on one, live setting.

While there are options for purchasing access to one of our *Strategic Leadership Coaching* packages directly from our website, we always suggest an initial conversation first to be sure it will give you the best value for your investment and that we're the right fit for you. We've had the opportunity to work with individuals and teams across North America, but we never take a relationship as important as this lightly.



**NOTICE:** Our coaching relationships are completely confidential. We will never share any information covered during a coaching relationship with any other person or organization without consent.



## What People Are Saying About Dove Development & Consulting...

We've been very intentional about developing our people through leadership programs with Dove Development & Consulting. It is great for a new leader, or someone who has been in the position for a long time. Highly recommend for your entire team!



**Steven Faught – Owner**

Working with Dove Development & Consulting has been illuminating for us as a company. Being led through the process by pro's like Wes & Cindy always leaves our team with new insight. It's served our clients in a different way because we've been able to clear up internal communication. The training they provide serves as the glue that holds relationships together, internally and with the clients we serve! **Andy Vanhook – CEO**



We've seen very tangible benefits from our work with Dove Development & Consulting. We're growing our people and results have followed; we're up about 50% in revenue in less than 24 months. It's been an intentional investment that's allowed us to be more effective internally and more welcoming externally, and that's translated into bottom-line results. **Craig Johnson – Vice President**

All the training our team has received through Dove Development & Consulting has been extremely helpful and always encourages us to take immediate action to produce measurable results. One of the things I appreciate the most about working with Wes and Cindy is the way they operate, I fell like they're a part of my team, They're always approachable and responsive. **Gil Colman, PE – Principal**



Wes & Cindy care about the value I get as an owner from the training they do with my team. They support our company values! My team has used this training to improve their skills in leading and influencing the other team members around them and that has had a tangible impact on our bottom line! **Jordan Rohrer – Owner**

It's amazing how we've been able to use the tools provided by Dove Development & Consulting to get immediate results in developing our team members as well as in having tough conversations. Our team has responded exceptionally well to the training they've received from Wes & Cindy, saying it's "like nothing else they've ever been to" and they've been able to apply it right away!

**Josh Stephens – General Manager**





## What's Killing Your Profitability?

Based on what we've seen through both our time in corporate roles as well as through serving organizations in every sector of the workplace, *it all boils down to leadership!* We provide keynote sessions, customized training, and focused resources for leaders from hundreds of companies each year with a focus on helping them make immediate behavioral changes in how they lead their teams and capture a tangible return on the time and energy they've invested with us.

Additionally, we provide leadership resources to tens of thousands of leaders monthly through our blog, the publications we contribute on a regular basis, and through the industry groups we support. Leadership **IS NOT** a soft or intangible skill that's nice to focus on when you have time, it's **THE SKILL** that impacts every aspect of every business!

We look forward to developing a relationship with you and your organization that helps create an amazing culture and capture the profitability that's being lost currently by not tracking the true impact your leaders have on their teams and your overall bottom-line!

You can get the process started right away at [www.dove-development.net](http://www.dove-development.net) by working through the complimentary assessment designed to help *Discover Your Profitability Killers*. You can also reach out to us directly to discuss how we can tailor individual programs or build a complete package that's exclusive to your company!



## ***Group and Individual Leadership Development***

- ✓ Driving Behavioral Change for Increased Profitability
- ✓ Proprietary Approach Based on Hands-On Experience
- ✓ On-site, Virtual, and Digital Options

## ***Making the Intangibles Tangible***

- ✓ Supporting Leaders Through ALL Phases of Their Career
- ✓ Driving Effective Communication for Measurable Results
- ✓ Building Collaboration between Managers & Teams
- ✓ Strategic Coaching for Sustainable Results

## ***Event Speaking: Keynote & Education Session Topics***

- ✓ What's Killing Your Profitability? (It All Boils Down to Leadership!)
- ✓ Navigating Leadership Roadblocks
- ✓ How Leaders Set the Tone for Recruitment & Retention
- ✓ How Leaders Improve Results by Balancing Candor with Care
- ✓ Building Buy-in Around a Clear Mission & Vision
- ✓ Creating an Emotionally Intelligent Culture that Drives Results
- ✓ *and more...*

In addition to our exclusive programs, we provide individual leaders and entire organizations with tools and support to transform cultures with effective communication, strong emotional intelligence, and support to sustain behavioral change for measurable results that lead to long term increased profitability!

**Schedule a conversation with us to discuss how we can help drive profitability in your team...**



Scan to book a conversation with Cindy.

Contact us by email at [admin@dove-development.net](mailto:admin@dove-development.net)

Scan to book a conversation with Wes.

