Statement of Capabilities

R-Organizational Development, Management Consulting and Training Services Naics Code- 541611

Company: Leadership Management International dba The Renaissance Group
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GSA Number **GS-10F-0123R   MOBIS SIN 874-1, 874-4 & 874-5**
GSA Contacting Officer: Barbara Wetzel 253-931-7932
DUNS Number: 79-944-9504, CAGE Number: 3WSL8
Ownership: Small Business, Women Owned Small Business
Number of years in business: 8 years **Affiliate Information:** One of 200 Franchises of Leadership Management International, Inc. Waco, Texas **Potential Teaming Partners:** 200 LMI franchises nationwide and in 60 countries worldwide in 33 languages with access to1000 certified facilitators.
List of Customers:
Alameda County California
Associates of NA
California Department of Education
CitiGroup
Clark County (Las Vegas, Nevada)
Contra Costa County California
Dell Corporation
Durham Transportation
Riverside County California
San Jacinto County California
Santa Clara University
Sopris West Educational Services
State of Nevada
Stetson and Associates, Inc
TCASE
The University of Texas-Houston Health Science Center
TIG-The Industrial Group
West Virginia Department of Education
Zyvex Corporation

Continuing Education Credit

CPE   Our courses meet the professional certification and continuing education requirements for students seeking Continuing Professional Education (CPE) credits.

        All LMI programs have been certified by Texas Wesleyan University, The School of Business. CPE credits can be earned for each selected and completed course. CPE credits can be converted to College Credit hours through additional testing and tuition within the TWU system.

A. Training and Development- LMI Programs

Become More Proactive
The **LMI** **Effective Team Coordination Program** has been carefully designed to give your team and your team members an important competitive advantage in today's fast-moving, ever-changing business environment.

Developing High Achievers
LMI's **Effective Personal Productivity Program** helps people evaluate their attitude, make productive behavioral changes, increase productivity through controlling priorities, and communicate more effectively.

Building An Effective Team
LMI's **Effective Team Development** program helps integrate all of your present efforts to build and maintain an effective employee force. The goal is to have your employees' attitudes and habits work for them, not against them.

Improving Team Performance
Most supervisors lack the leadership and supervisory skills necessary to fulfill their positions. **LMI's** **Effective Supervisory Management Program** helps your staff learn the art of delegation and giving direction.

Achieving Goals Through People
Every organization needs dynamic managers. **LMI's** **Effective Management Development Program** will help managers assume leadership responsibility, manage by goals, get results through time management, and empower other people.

Becoming A Total Person
LMI's **Effective Personal Leadership Program** helps people realize their potential for personal leadership through building on strengths, improving self-image, self-motivation, and by altering attitudes, behaviors and habits.

Motivating People To Their Fullest Potential
LMI's **Effective Motivational Management Program** helps leaders understand human nature and various behavior styles; minimize stress by managing from goals; and achieve results through communication and persuasion.

Getting Results Through Communication
LMI's **Effective Communication Program** will help you improve communication skills and overcome communication barriers, understand styles of behavior and various ways of communicating, and learn the art of active listening.

Winning Sales Strategies
From prospecting to closing, **LMI's Effective Selling Strategies** is the proven plan for winning. If your sales force is plodding along without clear direction, we provide a way to get them focused on success.

Think Smart, Lead Confidently, Get Results
LMI's Organizational Needs Inventory is a work smart tool that will give you invaluable feedback to help you position your organization to thrive in the future. Learn how your company's organizational structure, culture, and leadership style measures up to the ideal.

Training and Development - LMI Professional Development Workshops

We present High Performance Workshops in several different formats.   Let us bring the workshops to you! We can deliver any of our half-day, one-day or two-day workshops at your location. We can also set up a company getaway. Let us help you take your employee performance to the next level!

MANAGING FOR RESULTS MODULES: By effectively combining the best of our validated surveys, videos, and group exercises, we have designed a leadership development experience whereby participants participate in a leadership modeling process. **Module 1 – Management Values-** *how we expand our effectiveness as managers and leaders.* **Module 2 – Employee Involvement -** *how we "turn on" employees' willingness to work and participate.* **Module 3 – Communication -** *how the way we communicate energizes the work climate.* **Module 4 –Work Motivation -** *how to boost performance by harnessing the motivation powerhouse.* **Module 5 – Empowerment -** *how the way we use power can help organizational performance.* **Module 6 – Group Decision Making/ Team Building-** *how to transform low-performing groups into triumphant winners.* **Module 8 – Competence Process – The Human Side of Quality-** *how well our organization's climate, policies, and practices are working.* **Module 9 – Competence Clarification- Analysis, Action Plans, and Follow-up -** *how well your organization is fostering collaboration, creativity, and commitment.*

LMI Customization: Create Your Own Program!

When you need a training and development program specifically designed around the needs and challenges of your agency, we will design customized processes that **reflect your agencies uniqueness**, and track and monitor the changes that result in your people and throughout your organization.   Whether it is creating a new program for you from start to finish or fine-tuning an existing training and development program, we can **tailor a program to fit your exact organization's needs**. Our experienced and skilled designers are ready to respond to your needs to ensure successful outcomes that exceed your expectations.

B. Facilitation- The LMI World Wide Partner Network

The LMI Partner Network spans the **U.S. and the globe** with 200 nationwide offices, 60 global countries, 1000 facilitators and 33 languages. Our partners are highly skilled in delivering *training and organizational development*, *professional development workshops, organizational and personal assessments*, and *personal coaching* that can be customized to meet client needs. All facilitators are certified to maintain quality performance standards. In addition, LMI is ISO 9001-2000 registered.

C. Management Consulting

Management Consulting is available to provide you with expert advice, assistance, guidance, or counseling in support of management and leadership, organizational development, and business improvement efforts. We consult organizations, including management and employees and are experienced in developing the skills necessary to build organizations and improve performance. We provide strategic executive coaching and process improvement advice. We provide them through one-on-one or group sessions, studies, analysis and documented reports.

D. Survey and Assessment Services

LMI's Assessment Tools
Designed to help your organization reach its goals

Assessments products ("tools") offered by LMI have all been thoroughly evaluated and tested in the field. Each one is specifically selected or developed to relate to a particular segment of a prospective or existing employment relationship. When properly implemented by trained and thoughtful administrators, these instruments can dramatically impact success.

The **Profile Evaluation System (PES)** combines cognitive and personality scales in a normative instrument to provide a well-rounded, comprehensive description of an individual's aptitudes and personality. The PES predicts how an individual may perform in a given job by comparing that individual's Profile to a normative pattern, which can be developed for a specific job at a specific organization. Along with interviewing, checking references, and administering other applicable tests, the PES helps ensure good, solid-hiring decisions. Because it is very comprehensive, the PES is often used in hiring and placement of higher-level associates and sales individuals. As a coaching tool, the PES helps a group leader communicate more skillfully with group members and develop them more effectively.

Before You Hire (BYH) is a pre-employment evaluation of an applicant's attitude toward motivation, adaptability, service-orientation, and trustworthiness (including workplace theft and drug use). By routinely using BYH with all qualified job applicants, an employer may receive these benefits; better quality staff, turnover reduction, improvement in productivity, reduced shrinkage (employee theft), and increased profits.

The Plus 32 collection includes the Personality Profile report, the Partner Profile report, Team Design report, Sales Aptitude test, Custom Aptitude test, and I.Q. test.
  The **Personality Profile** may be used for training, promoting, transferring, evaluating, team building, and outplacement of existing employees. It is a remarkably accurate instrument that's quick and easy to complete Personality Profile is designed to eliminate some of the mystery of the applicant and your organization.

TRACKER is a simple system that relates to the concept, "If you can't measure it, you can't manage it!" TRACKER is a management software system which makes frequent performance measurement automatic, simple, and realistic. TRACKER makes it easy to identify and address exceptional or poor employee performance

The Organizational Needs Inventory® is a survey and comprehensive report relating to three key areas for every organization: 1) Organizational Structure 2) Predominant Leadership Style, and 3) Organizational Culture. The ONI® Survey is a benchmark for continuous improvement that helps an organization's leaders plan for the future with a clearer sense of direction and purpose. This tool can also help business owners and executives adapt appropriately to desired changes and to measure changes that occur over time.

The **Development Needs Inventory** ™ is 360 instrument designed to allow managers, supervisors and others in leadership positions to better understand their strengths and development needs. The information provided by the **DNI**™ will help facilitate the individual(s) growth and progress and as a result increase their effectiveness in the organization. Designed for customization to the client's needs, it consists of 10 Standard scales and up to 13 Optional scales. The results of the DNI, along with the Interpretation and Feedback Session, provide participants with a sound basis for setting development goals and tracking their development over a period of time.

Profile XT

Employee Personality Assessment Testing Software

        We provide a complete range of online employment personality testing software for pre-screening, employee evaluations and career assessments to predict psychological traits, job skills and performance. Our online reporting system identifies job skills, strengths and performance factors, enabling you to gauge job fit BEFORE hiring employees or promoting staff. Also useful for determining your own personality traits to identify the optimum career path for you. We also provide onsite training and coaching programs to help your management team and staff improve performance and workplace morale. **The Profile XT™ Personality and Job Fit Assessment** is a multi-purpose assessment that is used for selection, coaching, training, promotion, managing, and succession planning. It is a powerful management tool that employs 21st Century technology to put the right people in the right jobs. It is administered on the Internet and reports are immediate.
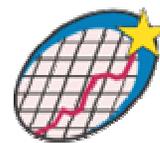
The CheckPoint dynamic development tool individual's growth and career, success. For managers, others in leadership positions, it that generates improved productivity. CheckPoint participant's competence, verifies the results from a variety of perspectives, and identifies ways to enhance skills.

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360°™ Survey is a professional positively impacts an an organization's supervisors, and facilitate peak quantifies a

performance

The CheckPoint Skill Builder Series™ consists of 18 self-paced, self-improvement programs designed to help managers improve their performance. The Skill Builder Series is a companion to the CheckPoint 360° Competency Feedback System, offering managers the opportunity to develop the competencies that are most important to their professional growth and success. Available exclusively on the Internet.

Profiles Sales Indicator™ for Sales Training and Aptitude Testing is a tool for selecting, managing, and training salespeople. It measures five key qualities of successful salespeople and predicts performance in seven critical sales behaviors. Use to build a sales organization that results in record-breaking productivity and profitability.

Step One Survey® Pre-employment Screening is a pre-employment screening tool for assessing the attitudes of job candidates regarding integrity, responsibility, drug use and work ethic. This is the solution for employers who hire too many people who are dishonest, use drugs, and are late or "no-shows" and whose work effort is substandard.

Profiles Customer Service Perspective™ A tool for making sure everyone in your company is on the customer service team Customer Service Perspective measures eight behavioral characteristics and two proficiencies that are key to delivering excellent customer service. It also discloses needs for customer service training and orientation.

Profiles Performance Indicator™ measures five key personality factors and their impact on seven critically important aspects of success in business. The report helps you understand how an individual is effectively understood, motivated, and managed. It is economical and is quick to take, making it the ideal choice for your business.

Profiles Team Analysis™ Employee Evaluations and Performance Reviews Using 360° Peer Input makes team building both challenging and rewarding. This system reports the attributes of each team member, shows the team's strengths and alerts the team leader to potential problems.

Profiles Call Center Survey™ for Call Center Sales Hiring and Staff Management measures suitability for call center duty. Cut turnover and eliminate problems. Use it to find employees who "fit" your call center culture.

Profiles Career Coach™ Coaching and Mentoring Tools is an assessment that can answer the question, "What is the right job for me?" It measures a person's thinking style, occupational interests, and behavioral traits, and matches their attributes with **300 different jobs and careers**. The result is job satisfaction and career success.

Employee Background Check™ is an information service that verifies job applicants' resume data, checks driving records, and examines criminal history to reduce the risk of negligent hiring liability.