



ABOUT ORGANIZATIONAL BEHAVIOR STRATEGIES

We typically work with companies that want to get better results by building the soft skills, team skills, and emotional intelligence of their “technically” proficient leaders and professionals.

TRAINING

These organizations often seek training assistance in:

- + Influencing across the organization
- + Managing and creating commitment to change
- + Understanding and motivating behavior
- + Communicating/making effective presentations
- + Improving team effectiveness
- + Becoming more emotionally intelligent

TYPES OF ENGAGEMENTS

OB Strategies structures its training engagements to meet your needs and budget. We can:

- + Deliver our existing modules, which have been designed to meet predetermined training goals
- + Modify our modules to incorporate the nuances, examples, existing models/approaches of your business
- + Design/develop/deliver customized modules to meet your particular training goals
- + Train your professionals to deliver the training

Clients who wish to use their own professionals to modify or deliver OB Strategies materials internally may license those training modules and supporting materials from OB Strategies.

We strongly suggest pairing our training services with follow-up *coaching* to help ensure that participants not only learn the skills, but also use them to deliver improved organizational results.



WHY USE ORGANIZATIONAL BEHAVIOR STRATEGIES?

Three solid reasons to use OB Strategies for your training needs:

- + Engaging approach, grounded in adult learning theory and focused on outcomes
- + Deep experience helping hard-charging and analytical leaders build skills they *can* and *will* use to get better results
- + Ability to provide *coaching* and *consulting* to support the training engagement



OUR APPROACH

Our training approach is collaborative. It starts with an exploration of your business needs and desired outcomes. This allows us to jointly establish whether training is the most effective way to meet those needs and produce those outcomes. If it is, we partner closely with you to further scope the work, determine the extent to which existing or customized training modules are called for, and agree on how we will measure the effectiveness of the training. Our training sessions are designed to be highly interactive and engaging, and to appeal to different learning styles. We focus primarily on in-person workshops, as we've found this approach, particularly when augmented with follow-up coaching, to be the most effective way to begin building these "soft skills."

ABOUT MARY FEDERICO

Mary Federico is a seasoned consultant/coach/trainer with 17 years' experience helping clients use organizational behavior principles and techniques to get better business results. She is comfortable working at all levels, from the C-suite to the front line, and across different industries and cultures. Mary has deep experience working with organizations as they implement "continuous process improvement" programs. She specializes in working with highly analytical leaders/professionals who want to improve their ability to influence.

- + M.A., Organizational Psychology, Columbia University
- + B.A., Computer Science, Queens College, CUNY
- + Certified in Executive Coaching, Columbia University
- + Certified in Emotional Intelligence Profile, CEO Partnership
- + Qualified in Myers-Briggs Type Indicator, Otto Kroeger Associates
- + Certified in Leading Organizational Transition, William Bridges & Associates
- + Dual U.S./E.U. citizenship

SAMPLE CLIENT LIST:

- + Allianz Global Investors
- + Canada Post Corporation
- + General Electric
- + Pfizer
- + TRW Automotive
- + U.S. Navy

