

Staci Collins Consulting

Talent Development with a *Real Edge*
Authentic. Measurable. Inspired.



Consulting, Coaching and Training

"... we need a new kind of business leader in the twenty-first century...[but] more than 1000 studies have not produced a profile of an ideal leader....It may be possible to drive short-term outcomes without being authentic, but authentic leadership is the only way we know to create sustainable long-term results..." (Bill George, [Harvard Business Review](#), Feb 2007)

OD and Capacity Consulting	An authentic, measurable team-building or talent process, program or plan will turnaround morale and create momentum.
We brought a fast-grown Fortune 500 consulting team together to envision their future in an <i>OD Edge</i> goal-setting meeting. They achieved their revenue goals where others did not.	<i>"Her insights into organizational design, conflict management and collaboration were critical to our success."</i> Consulting Partner
An international non-profit start-up needed halt the steady stream of fire drills endemic to a start-up.	<i>"I judge...also how often...I feel that I'll never get through this. Last year I had that feeling at least twice a week. This year I have only had it once or twice in the whole first quarter."</i> V.P.

Leadership Edge Coaching	One month to 6 weeks of leadership coaching and consulting will enable a career move, help you onboard effectively, and set-up or deliver an authentic project or an event.
One restless, burned out top-performing senior manager was toying with leaving her long time employer. Another newly minted manager was eager and anxious to begin her new career.	<i>"I got a better understanding of how the leaders worked ...I was able to make some bold moves...I was able to make partner."</i> Big 4 Partner <i>"As a result, I received three offers."</i> Haas MBA, 2008

"Changing behavior is less a matter of giving people analysis to influence their thoughts than helping them to see a truth *to influence their feelings.*" John Kotter, Dan S. Cohen, *The Heart of Change*, 2002 - a study of 400 people from 130 organizations.

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Performance Edge Program	Implement a 360° performance review program that will turn your team into a highly-capable unit. Develop balanced scorecards, an authentic leadership competency model, and receive one-on-one reviewer coaching and training.
A newly hired, oriented and trained staff needed to give the kind of feedback that would inspire rather than hinder their efforts.	<i>“What a great meeting yesterday... The fact that they all walked out smiling and laughing is an excellent “measure” of success.”</i> V.P. Three months later: <i>“Fire drills have died down. We’ve learned about how our behaviors impact others. I can’t see anything we’d have you do differently.”</i> Medical Director

<i>Real Leadership Training</i>	Learn to conduct effective delegation or performance conversations. Learn to defuse destructive emotions, resolve conflict, build motivation and accountability. Includes an authentic relationship diagnostic and a <i>Real</i> conversation process.
A pan-African group of women lawyers and judges were especially concerned about their ability to make a significant impact within their teams, ministries and with those who came before their bench.	<i>“At the evening reception, the ladies mentioned to the audience that the training with you was the highlight of San Francisco ...they realized that they are leaders even though they didn’t know it.”</i> Manager, Visiting Leader Program
145 nurse and nurse managers attended my “Management Blind Spots” training at UCSF, 2007: from 130 responses Teaching Effectiveness: 4.8	<i>“Many good tools to use and practice.”</i> <i>“Examples cited are excellent.”</i> <i>“Staci is an amazing speaker.”</i> <i>“I thought this workshop was a very good learning tool for me.”</i> <i>“Excellent.”</i>

Use your next team event, leadership development, change or talent management opportunity to maximize your own, your team, or your organization’s performance.
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