





When You're Challenged to

- Strengthen communication within your team or across your organization
- Build trust among colleagues — even when it feels broken and hopeless
- Identify emerging leaders and support their development
- Create a sustainable culture of engagement
- Implement your own leadership development opportunities
- Address core issues that haunt your organization in terms of people and productivity
- Acknowledge how far your organization is from where you want it to be or where you want to be as a leader



Clearwater Consulting Group offers solutions for you and your organization.

We become an extension of your team to identify the best approach given the current situation and context. Many leaders rely upon Clearwater Consulting as trusted advisors and strategic allies, utilizing our pragmatic approach of coaching and training to achieve targeted results. Our leadership expertise and insightful solutions allow

leaders to get the most from their available resources. Since 2006, we've partnered with over 500 teams and more than 2,000 leaders in a variety of industries.

We understand your challenges. Our experts have worked in large organizations, in rapidly growing or diminishing industries, and on dysfunctional, as well as highly functional teams.

Your development as an individual, team leader, or head of an organization is the reason we created Clearwater Consulting Group. We have practical ways to help you define a vision, create alignment, and champion execution for greater individual, team and organizational success.

"The experts at Clearwater Consulting have the skills, knowledge and expertise many need. They understand business and how people at their best can be successful personally and set the business up for success as a result. Most importantly, they don't do anything halfway."

Director, Human Resources

Clearwater Consulting's strength is facilitating the discovery of what needs to occur and then providing a framework to prioritize and target key areas.

Our Solution Set

Because you need integrated solutions that support the complex dynamics of today's businesses, we start with a strategic view that takes into account the key facets of organizational development. We customize our solution sets appropriately to build **Great Leaders, Great Teams, and Great Cultures** through facilitation, training, assessments, and coaching.

To ensure immediate engagement and ongoing alignment, we incorporate:

- Company specific scenarios and situations requiring attention — for immediate and practical application of leadership learning
- Pre and Post-training elements that ensure continuous practice of new behaviors and accountability
- Offsite ideation or brainstorming sessions with you and your key leaders



"We strongly recommend Clearwater Consulting Group and use them for any type of innovative leadership development and effective team engagements. They are smart, strategic, connect well with the organization, and are fabulous facilitators."

SVP, People & Culture

	Great Leaders (Influence and Impact)	Great Teams (High Performing Teams)	Great Cultures (Cultures of Engagement)
Individuals	Executive Coaching (1:1)	Coaching the Team Leader (1:1) New Leader Assimilation	Leadership Development Forums (coaching circles)
Teams or Departments	Great Team Leader – training on how to: <ul style="list-style-type: none"> • Build cohesive teams • Strengthen personal leadership skills • Understand and address team dynamics • Get results 	Team Development Workshop Facilitation to: <ul style="list-style-type: none"> • Build trust • Strengthen communication • Tackle conflict • Build accountability and commitment • Produce results 	Senior Leadership Team: <ul style="list-style-type: none"> • Establish the vision • Create alignment • Champion execution • Role model effective communication within the team
Organization as a whole	Great Manager – training on how to: <ul style="list-style-type: none"> • Listen • Coach and develop others • Provide feedback Great Leader – training on how to: <ul style="list-style-type: none"> • Establish vision • Create alignment • Champion execution • Lead change 	Cascading the team development model throughout the organization <ul style="list-style-type: none"> • Creates cultures of trust, commitment, and accountability • Creates buy-in • Supports productivity during times of change • Strengthens behaviors that create a great place to work 	Define the behaviors of vision and values Measure cultural engagement Facilitate action planning Specific training, for example: <ul style="list-style-type: none"> • Communication (DiSC) • Tough conversations • Give/receive feedback • Performance reviews • Setting goals

"Clearwater Consulting helped us turn the corner as an organization by setting expectations, identifying next steps, and understanding how to work more effectively. This was not just within my senior team but cross-functionally across the company."

EVP, Supply Chain

Our Clients A few of the organizations we partner with include:

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IHG®
InterContinental
Hotels Group

cricket™
wireless

**SOUTHERN
COMPANY**

**TROUTMAN
SANDERS**

★ macy's

**OSH KOSH
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itsmf

**INFORMATION TECHNOLOGY
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EQT
Where energy meets innovation.

KAISER PERMANENTE®

Clearwater Consulting Group is a nationally recognized company dedicated to developing leaders and managers in organizations committed to creating cultures of engagement.

Principals Andrea Hopke and Becky Dannenfels lead the Clearwater Consulting Group team of experts with headquarters in Atlanta, GA and a regional office in Pittsburgh, PA.

Authorized Partner
**THE FIVE BEHAVIORS
OF A COHESIVE TEAM™**

Authorized Partner
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CLEARWATER
CONSULTING GROUP INC.

www.clearwater-consulting.com

404-634-4332



Alison Valli, Principals Becky Dannenfels and Andrea Hopke, Conni Todd, Kerry Matia, Laura Stanley, and Tia Buckham-White.