



Are the people you count on reaching their **full potential?**

We believe in challenging the status quo through **continuous learning, innovative leadership,** and **purposeful teamwork.**



We develop and deliver programs to empower **leaders, teams, and individuals**

Why Clearwater Consulting?

We recognize that guiding positive change in your organization is as much about the journey as the outcome. Because our programming can be scaled and expanded to meet emerging challenges, clients benefit from a more consistent vision across their initiatives, require fewer consultative partnerships, and as a result, make smarter, more targeted investments towards program development. We empower our clients to connect the dots between leadership initiatives, team development, and organizational challenges. Over 500 teams and thousands of leaders in a variety of industries have partnered with Clearwater since 2006.

What We Do

To facilitate and accelerate transformative change in your organization, Clearwater Consulting offers a variety of customizable leadership, team development, coaching, and onboarding programs.

We work collaboratively with your organizational leadership to build new programs from scratch, enhance existing initiatives, or provide an expert sounding board to guide implementation and execution.

How We Do It

It's not just what we do, it's the difference we make. As trusted advisors, we partner to create moments that matter with an eye on developing talent with greater leadership capacity.

CLEARWATER'S FOUR-STAGE PROCESS:



DISCOVER

Align strategic whiteboard discovery from what exists – to what is possible



DESIGN

Customize and co-create the best-fit program design



DELIVER

Implement and deliver experiential learning and team facilitation



SUSTAIN

Support and coach to sustain learning

Our Core Solutions include:

- Leadership Development
- Coaching Skills for Leaders
- High Functioning Teams
- Executive Coaching
- 360 Feedback
- DiSC Suite of Assessments
- PXT Select Hiring Tools

Our approach

We help you develop people into extraordinary, high-functioning leaders and teams while improving both your company's organizational effectiveness and financial results.

We work with you at the intersection of Design Thinking methodology and Agile Mindset to create approaches or programs to facilitate and accelerate transformative change within your organization.

We help our clients sustain the insights, actions, commitments, and learnings of every program we provide.

Our clients said this about the programs we built for them:

ONBOARDING

"Not unlike other organizations, employee retention has been a challenge at FLEETCOR. Our 90-day attrition rate for sales and service associates was at an all time high so we partnered with Clearwater to explore ways to improve the employee experience for new hires. We landed on a high-touch modern learning program that incorporated talent acquisition, human resources, hiring managers, and, of course, learning and development. After the reinvention of our onboarding, we are thrilled to see a 52% increase in our retention rate."

Crystal Williams, CHRO, FLEETCOR

TEAM COHESIVENESS

"I thought we trusted each other as a team before, but having experienced the training and exercises made me realize we were just scratching the surface — we are now more aware of what real trust can look like. What's great about Clearwater is they really give a damn — they take our concerns and successes personally. It's evident they care about me as a leader, about my team, and in helping us sustain the work long after leaving the retreat."

Talibah Mbonosi, Director, Transformation and Web, Watson Customer Engagement at IBM

LEARNING JOURNEY

"Clearwater helped me develop the types of skills I needed to evolve from managing people to leading them. When it was time to craft a leadership development program for my team, I chose Clearwater. They worked with our corporate development team and my senior leaders to develop a seamless program that leverages in-house training supplemented with Clearwater's innovative custom training — all helping to build our next generation of leaders. You know the training is working when you see your team use the skills, language, and techniques taught by Clearwater to achieve success — right before your very eyes."

Pete Chronis, Senior Vice President, CISO, Turner

We've worked with over 500 teams and thousands of leaders world-wide

Our mission is to develop your people into extraordinary leaders and high-functioning teams while improving your company's organizational effectiveness and financial results. A partial list of the clients we have collaboratively partnered with include:



Are you ready?

Let's talk about how we help you connect the dots between leadership ability and organizational outcomes.



**CLEARWATER
CONSULTING**
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CLEARWATER'S CERTIFICATIONS INCLUDE:

