

● Need a keynote speaker?

Hosting a conference, dinner meeting, or other organization event? Are you a conference planner, trade association leader, or otherwise responsible for hiring a keynote speaker?

Some of the most dynamic and meaningful speeches come from knowing the audience and customizing a topic to meet their needs. Appreciative Strategies keynote speeches are not an "out-of-the-box" presentation but are instead targeted to reach your audience and will make your meeting or conference a success!

Visit appreciativestrategies.com for topics or contact us via telephone or email to discuss special needs. Let Appreciative Strategies be your source for workforce related speaking needs.

● Assessment Services

Assessing your business and workforce is vitally important for organization development. Assessments can vary drastically in length (duration) and complexity. Typically there are two primary types of assessment:

- Needs
- Skill / Competency

In many cases these types blend together however they can stand alone. The Appreciative Strategies approach is to customize the assessment process to align with client goals. The assessment process typically consists of three primary stages:

- Data collection (interviews, focus groups, or survey instruments)
- Data evaluation and analysis
- Comprehensive report

Good assessment practices involve in-depth discovery and state-of-the-art methodologies. Needs assessments can help organizations discover possibilities for strategy, innovation, or growth. Skill and competency assessments can help determine opportunities for positive impact on your individual employees, teams, or entire workforce. Through the assessment process you discover new possibilities, understanding, or appreciation for your people, teams, or organization.



biographical sketch

Mr. Dennis E. Gilbert is the President of Appreciative Strategies, LLC, a human performance improvement training and consulting business. He combines his expertise in private for-profit business management with his experience in the non-profit educational sector to deliver outstanding results through consultation and

training interventions. Mr. Gilbert's extensive background in management and education are the culmination of over 20 years of experience with both for-profit businesses and non-profit institutions of higher learning.

Mr. Gilbert formed the concept for Appreciative Strategies in 2004 and subsequently established it as a limited liability company in 2006. Prior to forming the company he served Pennsylvania College of Technology in Williamsport, Pennsylvania, as the Managing Director of Workforce Development & Continuing Education. Before joining Pennsylvania College of Technology he served as General Manager of a \$35 million per year technology business.

Mr. Gilbert is an alumnus of the Pennsylvania State University and Pennsylvania College of Technology. He holds a Master of Science degree in Workforce Education and Development from Penn State. He has dual degrees from Penn College with a Bachelor of Science degree in Technology Management and an Associate degree in Computer Science.

An accomplished executive, manager, consultant, and trainer he delivers exceptional human performance improvement solutions to businesses and organizations. His focus is on leadership development, communications, and group dynamics. He has an extensive background in workforce development, business operations, manufacturing, sales, marketing, finance, and information systems. Mr. Gilbert's diverse background has also included international relations with technology businesses in Taiwan, Malaysia, and China.



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Human Performance Improvement Solutions.

A positive approach to working with people, teams, and organizations.



Consulting

What is OD Consultation?

Organization Development (OD) consultation focuses on human performance improvement strategies that will help take your organization to the next level. Appreciative Strategies specializes in helping your organization discover new opportunities in the areas of leadership, communications, and group dynamics.

Why utilize an OD consultant?

The goal of an effective OD consultant is to help you discover ways that your organization can stabilize, grow, or improve. We will help you discover the positive life-giving forces that exist within your organization and then examine possible interventions.

You are never told what to do, instead you select interventions that best align with the organization strategy. No one knows your organization better than you and your employees. Together we discover the elements of your culture that make your organization good, you and your entire team can make it great!

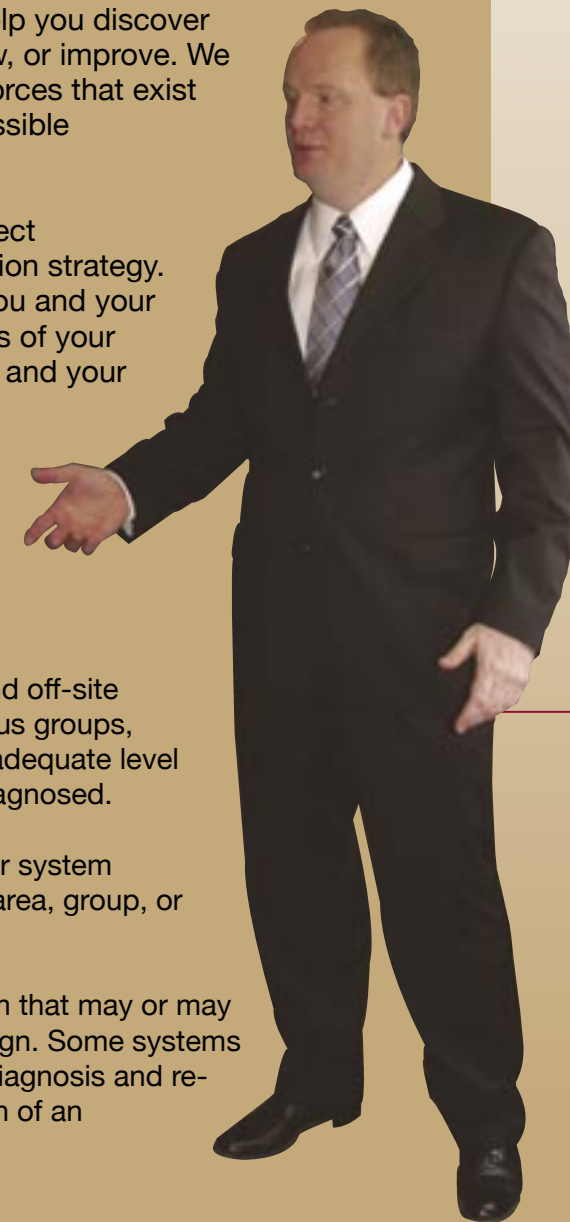
How will you work with my organization?

Consulting services are typically broken down into three major categories: diagnosis, redesign, and implementation.

Diagnosis: Typically a combination of on-site and off-site consultation which could include interviews, focus groups, surveys and other methodologies that allow an adequate level of discovery for the presenting problem to be diagnosed.

Redesign: Strategy development of a process or system associated with improving (redesigning) a work area, group, or organization.

Implementation: Roll out of a process or system that may or may not be established through diagnosis and redesign. Some systems implementation may occur without substantial diagnosis and redesign. An example could be the implementation of an employee performance appraisal system.



Training

Training interventions are customized to meet the needs of your organization. Often the presenting problem is rooted deeper in areas of leadership, empowerment, and trust. Core training interventions include the areas of:

- Leadership
- Communication
- Group Dynamics

More in-depth interventions may include the areas of:

- Change management
- Motivation
- Problem Solving
- Business Acumen
- Empowerment
- Trust
- Delegation
- Confidence
- Succession

Other common training topics:

- Customer Service
- Conflict Resolution
- Basic Supervision
- Business Strategy
- Innovation



Training interventions are designed to seek out and focus on the positive aspects of your organization.

Facilitation

Considering hiring a facilitator to guide your next business decision?

A facilitator should represent a neutral person who is not a group member but instead works for the benefit of the entire group. The facilitator serves to increase the effectiveness by helping the group process information and ideas while still providing a structure that improves the groups ability to solve problems and make decisions.

When to use a facilitator?

A facilitator can help your business make better decisions (or an alternate decision) on many topics. Popular activities that utilize a facilitator are:

- Creating or refining the organization vision/mission.
- Creating or refining a business or strategic plan.
- Definitions of core values, strategies, or consequences.
- Development or enhancement of new products/product lines.
- Decisions on expansion, growth, and succession.
- General problem solving that has been ineffective in the past.

“Human performance improvement interventions designed to boost your entire organization to new levels.”



Appreciative Strategies philosophy focuses on Organization Development (OD) methods through an Appreciative Inquiry (AI) or a hybrid approach. Delivering performance improvement interventions based upon the positive aspects of people, teams, and organizations. Professional consulting, training, facilitating, and keynote speaking.

positive approach