

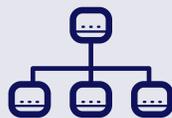
# About Churchill...

**Churchill Leadership Group** is a global professional development organization, founded to enable the untapped talent in the corporate and government worlds to thrive by leveraging strengths and building skills and capabilities in organizations, leaders, and teams.



## What We Do...

### Organizational Development



#### Culture & Capability Change

Solutions that impact your whole organization

### Leadership Development



#### Increasing Leadership Impact

Solutions that impact leaders at all levels

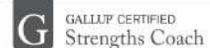
### Team Performance



#### Accelerating Team Performance

Solutions that impact all types of teams

## Who We Are...



**Over 200 Executive Coaches, Consultants and Trainers.** Experts in their field who partner closely with clients to build greater awareness of each client's intent versus impact, and to develop the critical mindset, behaviors and soft skills needed for greater growth, engagement and performance.

## Our Global Footprint...

Churchill teams are in the **USA, Canada, EMEA, LATAM and APAC** regions, with many of our customers are in the finance, healthcare and technology industries. We strive for high trust, collaborative long-term client partnerships.



# Organizational Development

Our **Organizational Development** solutions are designed to support your organization in large-scale transformations. This includes when you want to improve your Culture, increase Employee Engagement, or make significant Organizational changes.

Examples:

- Building a coaching culture and capability at eBay, StubHub and John Hopkins Applied Physics Lab.
- Strategic Planning and Change Management for a global IT transformation at the US Navy.
- Providing Executive Coaching as a Managed Service across the globe for Biogen and Cardinal Health.



“ This amazing “Leader As Coach” program helped me recognize how the conversations we are having today could significantly improve. I now see the importance of using a flexible coaching style of leadership, based on each employee’s situation and need. The experience inspired me to want to be a Great Leader Coach and helped me get there! ”

-Leadership, eBay

# Leadership Development

Churchill’s **Leadership Development** solutions are effective in to increasing the impact of your leaders, build your executive bench strength and improve the capabilities of your managers.

Examples:

- Providing Executive Coaching for PayPal, Electronic Arts, eBay, Luminar Tech, Medtronic, AAA and AstraZeneca.
- Building global Leadership Development programs that accelerate performance for PayPal and Momentive Performance Materials.
- Improving Manager Effectiveness for MyUS.com, TechData, PayPal, Vology and American Express.
- Skill development across departments for Bristol-Myers Squibb, Celgene and TechData.



“ Our leadership teams truly enjoyed the Churchill training, and they received a lot of valuable information and ideas that they can now apply to be better people managers. Our Churchill team provided great guidance, education and coaching to ensure that the IT Management Team recognized and understood levers to improve Employee Engagement and Communication. Churchill are a wonderful resource and brought tremendous value to enlightening and engaging our management team. ”

-VP, TechData

# Team Performance

Your organization needs a blend of **High Impact Teams**, who can sustainably perform through the pressures they face. Executive, Cross-Functional, Project, Global Cross-Cultural, Virtual, New, and Teams in Transition. Teams are complex "systems" and even when the most intelligent group of individuals are put together conflict, confusion and competing priorities can cause problems. If your team needs a lot of support, or wants to go from "Good to Great," Churchill has a solution. Together we can choose the best approach for your unique needs.

Examples:

- Team coaching for performance for Kijiji, Gerdau, PayPal, Ethos Energy and John Hopkins APL.
- Becoming a Strengths-Based-Team for FISERV, Charter Communications, Coca-Cola, Sodexo, Refresco and AMEX.
- Harnessing the 5 Functions Of A Team with Techdata and PayPal.

“ Thank you so much. I heard such positive feedback about this session and, as I told HR in our one-on-one, it was exactly what I was looking for to help the team. Content, activities, timing, all worked so well – I know we will continue to leverage this learning as our transition progresses and we move forward. ”  
-VP, Charter Communications



## Off-the-Shelf Programs, Retreats and a Suite of Assessments

Sometimes you just need a turn-key solution to meet your last minute off-site needs. Churchill provides you a selection of half, one-day and two-day experiences that we can implement fast, still tailored to your need. Including CliftonStrengths®, MBTI®, DISC®, Insights Discovery® and 5 Function of a Team. Emotional Intelligence and Conversational Intelligence® to name a few.

To compliment our programs we offer you a large suite of assessments to benchmark and build self-awareness, including:

- Q12 for Employee Engagement
- Conversational Intelligence® for culture and trust
- Emotional Intelligence
- A variety of 360 tools and qualitative interviews
- Hogan
- Herman Brain
- Leadership Circle
- PROSCI Change Management
- DISC®
- MBTI®
- CliftonStrengths®
- And many more...



# How We Work...

Through research and with our wealth of real-world experience, Churchill delivers results. We partner with you to build the critical mindset and soft skills your leaders and teams need. This will require a customized blend of experiential learning to meet your prioritized needs, locations and cultures. To avoid the "forgetting curve" and to maximize adoption, Churchill brings you proven "Learning Journeys," that incorporate the right blend of:

- Assessments to build awareness and to measure success
- Best practice learning in workshops, webinars and self-paced learning journeys
- A focus of strengths to harness natural untapped talent\*\*
- Case studies and experiential exercises
- Expert support with mentoring and coaching\*
- Peer-to-peer learning and cohort support
- Real-world practice in a safe environment and while on the job
- Self-reflection and adaptability
- Meaningful feedback and feed-forward

Coaching accelerates impact: You can quadruple the benefits of training with coaching. \*93% of HR stated that coaching and mentoring are critical for transferring learning back to the workplace. There is an 88% increase in productivity after coaching, compared to 22% without.

Churchill focuses on what is right with people, and we use CliftonStrengths® to empower clients to harness untapped natural talent throughout our programs for greater motivation and sustainability (we like the impact to be "sticky!").

\*CIPD Survey



# Why We Love Our Work...



There is so much untapped talent in the world that can be leveraged for greater engagement and performance by focusing on what is right with people and accelerating it!