

MENU OF AIM OFFERINGS

∴ ORGANIZATION DEVELOPMENT

Strategic Planning

STRATEGY FORMULATION AND IMPLEMENTATION

Talent Retention

ENHANCING THE TALENT PIPELINE

Offsites/Retreats

HUMAN INTERACTIONS AND LEADER EFFECTIVENESS

Organizational Transformation

EASING TRANSITIONS WITH AN IMPLEMENTATION MODEL

Post-Merger Integration

SYNTHESIZING NEWLY FORMED TEAMS

∴ LEADERSHIP DEVELOPMENT *

Agent of Connection™ ⓘ

21ST CENTURY LEADER BEHAVIOR SERIES

Moving Up

TRANSITIONING FROM STAFF MEMBER TO TEAM LEADER

In The Lead™

LEADERSHIP STYLES (MBTI AND OTHER ASSESSMENTS)

The Leadership Challenge

RESULTS-BASED LEADERSHIP EFFECTIVENESS

Leading People Advantage

DEVELOPING DIRECT REPORTS

Leading Teams Advantage

BUILDING EFFECTIVE TEAMS

Driving Change

BUSINESS TRANSFORMATIONS

∴ PERFORMANCE MANAGEMENT *

ABCs of Performance Management

CREATING A PERFORMANCE MANAGEMENT CULTURE

Accelerated Performance Management

IMPLEMENTING PERFORMANCE TECHNIQUES

Advanced Performance Management

STRATEGIC PERFORMANCE AND DEVELOPMENT

Management Essentials

EFFECTIVE MANAGEMENT TECHNIQUES

Managing for Results

PRODUCTIVE MANAGEMENT SKILLS

∴ TEAM FACILITATION ⓘ

Fast Start™

NEW MANAGER ASSIMILATION

Team Launch™

TEAMBUILDING FOR NEWLY FORMED TEAMS

Driving Team Vision

TEAM GOAL SETTING

Team Fitness™

TEAM PRODUCTIVITY EXERCISE

Set In Motion™

ALIGNING TEAM ROLES AND RESPONSIBILITIES

Forward Motion™

ENABLING DEVELOPMENT OF 'A' TEAM PLAYERS

Future Search

TRANSFORMATIONAL PLANNING MEETING FOR LARGE GROUPS

Open Space Technology

SELF ORGANIZING STRATEGY FOR LARGE MEETINGS

Fast Growth™

TEAM DEVELOPMENT ACCELERATION

Team Checkup™

CUSTOMIZED INTERIM TEAM DEVELOPMENT ACTIVITIES

Team Talk™

EFFECTIVE TEAM COMMUNICATION AND DECISION-MAKING

Team Insight*

TEAM STYLES INCORPORATING MBTI, TEAM PLAYER TYPE AND OTHER INTERPERSONAL INSTRUMENTS AND INTERACTIVE TEAM ACTIVITIES

Team Impact™

INCREASING TEAMWORK CAPACITY, ACCOUNTABILITY AND SUPPORT

Refueling The Team

REENERGIZING TEAM COMMITMENT AND KEEPING TEAMS ON COURSE

∴ GROUP COACHING

ACT™ Coaching ⓘ

ASSESS, COACH AND TRANSFORM

ACT™ and Respond ⓘ

PEER AND 360° FEEDBACK, INCLUDING TEAM COMPOSITE

Coaching Conversations for Results ⓘ*

POWERFUL "HOW TO" METHOD FOR FOCUSED CONVERSATIONS

Executive Excellence™

SENIOR LEVEL DEVELOPMENT - FEEDBACK AND COACHING

ⓘ AIM designed special customized series

* These initiatives can also be presented in workshop format

For more information and samples, contact AIM Strategies@718.832.6767

“ Working with the client, AIM customizes tools and activities to achieve a successful outcome. ”

ASSESSMENTS

Team Temperature Scorecard

ASSESS TEAM EFFECTIVENESS PROCESS AND STRATEGY

Team Player Type

COLLABORATOR, CONTRIBUTOR, CHALLENGER, COMMUNICATOR

Social Styles Interpersonal Profile

SELF/OTHER COMMUNICATION SKILLS

Networking Styles Survey

IDENTIFY NETWORKING STYLES

Listening Inventory

GUIDE TO RAISE YOUR LISTENING IQ

Change Readiness Assessment

ASSESS STAKEHOLDER COMMITMENT

Consulting Skills Inventory

ENGAGE, CONTRACT, DIAGNOSE, IMPLEMENT, EVALUATE

Trust and Credibility Review

EXAMINE INFLUENCE, POWER AND BUSINESS RELATIONSHIPS

Myers-Briggs Type Indicator®

MBTI PERSONALITY TYPE

Thomas-Kilmann®

CONFLICT RESOLUTION INSTRUMENT

FIRO-B®

FUNDAMENTAL INTERPERSONAL RELATIONS ORIENTATION BEHAVIOR

FORTE®

COMMUNICATION TOOL FOR TEAMS AND ORGANIZATIONS

360° Feedback

CCL BENCHMARKS®, CLARK WILSON, ERC, GILLMAN INSTRUMENTS

SIMULATIONS

The Mobius TwistSM

MERGER SIMULATION

Cart - O - CationSM

JIGSAW PUZZLE BASED TEAM PROBLEM SOLVING

The Elephant Game

TEAM COLLABORATION AROUND ORGANIZATIONAL CHALLENGES

Great Human Interactions

EXPLORE BUSINESS INTERACTIONS THROUGH LIVE SCENARIOS

NetLinkingSM

SITUATIONS PROMOTING KNOWLEDGE SHARING AND PROBLEM SOLVING

Follow the Networking RoadSM

TEAMS COMPETE AROUND BEST NETWORKING STRATEGIES

TOOLKITS

Team FitnessTM Toolkit

TO BOOST TEAM PERFORMANCE

New Leader ToolkitTM

SOLUTIONS FOR NEW AND TRANSITIONING LEADERS

LEaDSTM Toolkit

LEADERSHIP, EDUCATION AND DEVELOPMENT SOLUTIONS

Organization Change Toolkit

TECHNIQUES FOR VISIONING, VALUE CHAIN ANALYSIS, PROCESS MAPPING, STRUCTURED INTERVIEWING, IMPACT ASSESSMENT AND ACTION PLANNING

Performance Management Toolkit

ALL INCLUSIVE RESOURCE - FROM GOAL SETTING AND FEEDBACK THROUGH WRITING AND COMMUNICATING EFFECTIVE PERFORMANCE APPRAISALS

WORKSHOPS

Business Communications

Collaborating for Successful Change

Collaborative Connections

Conflict Resolution Skills

Creative Thinking Techniques

Cross-Cultural Interactions

Development Discussions

Dynamic DecisionsTM

FeedBack to FeedForwardTM

Interpersonal Skills

Interviewing Skills

Leadership and Management Skills

Leading Virtual Teams

Managing and Leading Diverse Teams

Managing Change

Managing Client Relations

Managing Transitions

Managing Up

Meeting FitnessTM

Performance Discussions

Problem Solving

Setting SMART Objectives

Top Talent ConversationsTM

Writing Performance Messages

Working / Succeeding in TeamsTM

Work / Grow Your NetworkTM

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