

# 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™ i

21C LEADER BEHAVIORS 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 i

### 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 ACCELERATING

### 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 i

ASSESS, COACH AND TRANSFORM

### ACT™ and Respond i

PEER AND 360° FEEDBACK, INCLUDING TEAM COMPOSITE

### Executive Excellence™

SENIOR LEVEL DEVELOPMENT - FEEDBACK AND COACHING

### Enjoyable Accomplishments

INCREASED INDIVIDUAL CAPACITY EXERCISE

i AIM designed special customized series  
\* These initiatives can also be presented in workshop format

GUIDANCE  BEYOND  
the next HORIZON

“ 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

DIAGNOSING, CONTRACTING, PROBLEM SOLVING, IMPLEMENTING

### 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 Twist

MERGER SIMULATION

### Cart - O - Cation

JIGSAW PUZZLE BASED TEAM PROBLEM SOLVING

### The Elephant Game

TEAM COLLABORATION AROUND ORGANIZATIONAL CHALLENGES

### Great Human Interactions

EXPLORE BUSINESS INTERACTIONS THROUGH LIVE SCENARIOS

### NetLinking

SITUATIONS PROMOTING KNOWLEDGE SHARING AND PROBLEM SOLVING

### Follow the Networking Road

TEAMS COMPETE AROUND BEST NETWORKING STRATEGIES

## TOOLKITS

### Team Fitness Toolkit

TO BOOST TEAM PERFORMANCE

### New Leader Toolkit

SOLUTIONS FOR NEW AND TRANSITIONING LEADERS

### LEaDS 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 Decisions

### FeedBack to FeedForward

### 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 Fitness

### Performance Discussions

### Problem Solving

### Setting SMART Objectives

### Top Talent Conversations

### Writing Performance Messages

### Working / Succeeding in Teams

### Work / Grow Your Network

For more information and samples, contact AIM Strategies@718.832.6767