

Unbundle It™ Consulting Services

Simplified Solutions for Business and Life

Our Theory – We believe that organizations often struggle to meet objectives due to internal issues that are self created. Organizations and their personnel tend to bundle up simple problems into complex challenges. In doing so, they transform easily leapt hurdles into seemingly insurmountable obstacles.

Even when an organization appears to be at its best, we believe that underlying weaknesses in team health creates unnecessary risk and results in suboptimal results. In fact, we believe that when an organization appears to be functioning at what it considers is its peak performance is the perfect to perform an examination.

We refer to times of great success as “peace time”. We believe that it is vitally important to “Use Your Peace Time Wisely” by investing in an organizational diagnosis or a training program designed to enhance your organizational capacity or core competencies.

Our Approach - Not unlike a annual physical that often uncovers health issues that would be fatal if left unchecked, a business health assessment can uncover issues that can easily lead to underperformance and even failure of the enterprise.

We prefer to work with partners who are committed to the process of education and organizational enhancement. We engage with leadership at multiple levels and stress self examination along with introduction of tools and concepts that have been proven to enhance organizational cooperation and organizational capacity.

At the same time we are adept at guiding companies through one time opportunities. We are the perfect resource to help you through specific projects in a broad spectrum of functions.

Let us create a customized program for you and your team.

Our Core Competencies: (Click on topic to learn more)

- 1. Team Health Basics Program**
- 2. Team Health Analysis**
- 3. Team Health Enhancement**
- 4. Strategic Planning Simplified**
- 5. Crisis Management**
- 6. Merger and Acquisition Guidance**

- 7. Executive Coaching**
- 8. Operational Execution Enhancement**
- 9. Human Resource Planning**
- 10. Change Management**
- 11. Customer Intimacy / Relationship Building**
- 12. Leadership Development at All Levels**
- 13. Negotiation Skills Workshop**

Team Health Basics Program

We design a 1 day or 2 day program to teach your team the principles that lead to a healthier organization. Each seminar is designed specifically to stimulate and energize your team members leading to a more resilient and capable enterprise.

Each program will include:

- **One Day**
 - **Individual Mental Health**
 - **Attitude**
 - **Individual Responsibility**
 - **Goals**
 - **Values**
 - **Overcoming your fears**
 - **Proper Perspective**
 - **Personality Type**
 - **Individual Physical Health**
 - **Diet**
 - **Exercise**
 - **Balance**
 - **Team Health**
 - **Attracting and retaining the “right” team**
 - **Trust explained and examined**
 - **Embracing Differences**
 - **No Pain Alignment**
 - **Doing what We Say**
 - **Keeping Score**

We will include entertaining examples and encourage audience participation

- **Two Day**
 - **Day One Plus:**
 - **Strategic Planning Simplified**
 - **The Importance of Execution**
 - **Leadership Principles**
 - **Taking the Cry out of Crisis**

- **What to Expect:**
 - **Educated and Engaged Team**
 - **Adaptation of tools to enhance performance and quality of life including work life balance**
 - **Fast paced and energized environment**
 - **Out of the Box methods**
 - **Stimulating Exchanges**
 - **Motivated team**
 - **Fun**

Contact Us

Team Health Analysis

Is your team healthy? This combination workshop and evaluation is designed to uncover weaknesses in your team. Unless you are one of a very select few organizations that focuses on team health there is a strong likelihood that your team suffers from unhealthy behaviors. We strongly recommend that you consider an offsite venue for this session.

Evaluation includes:

Personal counseling and testing sessions for each team member (Performed by a Third Party but facilitated by Unbundle It personnel.)

Work Shop Includes:

- **Day 1**
 - **Team Health Defined**
 - **Individual Responsibilities and Contributions**
 - **Personality Typing Examination**

- **Day 2**
 - **Review of Process**
 - **Team building concepts working session**
 - **Real World Problem Solving Session**

- **What to Expect:**
 - **Educational experience that will help your team members better understand themselves and their teammates**
 - **Enhanced skills to in dealing with coworkers**
 - **Tools to facilitate the difficult conversation**
 - **Fast paced and energized environment**
 - **Out of the Box methods**
 - **Stimulating Exchanges**
 - **Motivated team**
 - **Fun**

Contact Us

Team Health Enhancement

No two teams are created equally but all teams can optimize their performance.

This program is targeted to improve your team's health by identifying opportunities, threats, strengths and weaknesses. We will expand the organization's capacity and enhance cooperative spirit of the team members. Normally these sessions are specifically crafted for your team. Best results from these sessions are generated in concert with or following the Team Health Assessment.

Topics can include:

- **Meeting Skills**
- **Communication Skills**
- **Motivating Your Team**
- **Understanding the Power of Individuality**
- **Differentiation**
- **Crisis management**

- **What to Expect:**
- **A stronger and more capable team**
- **Enhanced communication**
- **Increased Organizational Capacity**
- **Enhanced Organizational Cooperation**
- **Fast paced and energized environment**
- **Out of the Box methods**
- **Stimulating Exchanges**
- **Motivated team**
- **Fun**

Contact Us

Strategic Planning Simplified

This Three Day total program is designed to assist companies with development of their strategic planning process. We will introduce your company to a new way to simplify your strategic planning. IF you have never formalized your strategic planning process we will introduce your team to an exciting exercise.

- **DAY 1 - Creation or Examination of Mission Vision and Values**
- **DAY 2 - Creation of the Five Year Strategic Plan**
- **Day 3 – Creation of the One Year Strategic Plan**
- **What to Expect:**
 - **A relevant and concise mission vision and values your team can rally around**
 - **A concise long view strategic plan that you can easily socialize throughout your company**
 - **An actionable and measurable one year plan**
 - **Fast paced and energized environment**
 - **Out of the Box methods**
 - **Stimulating Exchanges**
 - **Motivated team**
 - **Fun**

Contact Us

Crisis Management

The only certainty about crisis there is significant risk of an unexpected crisis derailing your enterprise. Chances are you are probably heading into, coming out of, or in the midst of a crisis.

We believe that the biggest risk facing companies is something unknown to them today.

We have helped companies manage through crisis and are available to facilitate

We offer the following program:

This program is designed to help your team prepare for, successfully travel through, and learn from crisis. In doing so, we minimize the frequency of and impact of future crisis.

- **Topics include:**
 - **Defining Crisis**
 - **Planning for Crisis**
 - **The Crisis Playbook**
 - **Public relations in Crisis**
 - **Handling the Press**
 - **Learning from Crisis**

- **What to Expect:**
 - **A relevant and concise educational experience**
 - **Framework to create your crisis planning program**
 - **Fast paced and energized environment**
 - **Out of the Box methods**
 - **Stimulating Exchanges**
 - **Motivated team**
 - **Fun**

Contact Us

Merger and Acquisition Guidance

Are you planning on making an acquisition, merging, or considering a sale of part or all of your business? We have experience with optimizing M and A activity and will act as your resource to ensure your organization gets the most out over every transaction and walks away from those that are better left unexecuted.

We also can perform an M and A workshop for your team. Each workshop will be specifically tailored to your needs.

Workshop Topics can include:

- **Scoping the Opportunity**
 - **Brands – Intellectual Property – Book of business**
 - **Hard Assets**
 - **People - Talent**
- **Valuing the Opportunity**
 - **How to Avoid overpaying**
 - **How to Avoid losing a good opportunity**
- **Defensive Acquisition**
- **Competitive Implications**

Contact Us

Executive Coaching

It really makes little difference the executive's current role, the size and or scale of an organization, or the market segment competed in, all executives have something to learn from a coach who has a broad level of experience and is willing to provide candid and productive feedback.

Far too many of the traditional coaching entities focus on telling the client what they want to hear and provide them with enough guidance to perpetuate the engagement. Our process is different we lay out the expectations and deliverables up front. We remain with the client as for a long as they deem it productive and provided we are continuing to make progress. We give candid feedback and provide the education to help executive hone their leadership skills.

We have worked with executives at all levels and multiple disciplines. We have experience working with executives working at organizations at multiple size and scope organizations.

Contact us

Operational Execution Enhancement

We offer two types of operational enhancement services

Specific Operation Evaluation

We will examine your operational model and inspect your facilities to gauge operational health. We will offer suggestions to improve operations results. We have extensive experience in:

- Enhancing the intangibles of safety, quality, and sanitation
- Optimizing scheduling
- Throughput improvement
- Yield enhancement
- Team health enhancement
- Gauging unionization risk
- Employee engagement
- Operation capacity enhancement
- Real operations cost profile by work stream
- Inventory Control

Excellence in Operations Workshop

We teach your team how to become operations superstars and in doing so optimize the every aspect of your operational model.

Transforming Your Operations into Centers of Excellence

Workshop includes

- Operations Basics
- Understanding the Intangibles
- Employee Relations and Engagement (Creating a Productive Team)
- Problem Solving
- Measurement (KPI tracking)
- Optimizing Scheduling
- Optimizing Inventory Control and Yield Metrics
- Dealing with Regulators.

- **What to Expect:**
 - **A relevant and concise educational experience**
 - **Enhanced operational model**
 - **Fast paced and energized environment**
 - **Out of the Box methods**
 - **Stimulating Exchanges**
 - **Motivated team**
 - **Fun**

Contact Us

Human Resource Planning

We work with clients to help them with their human resource planning.

We specialize in helping companies get the most from their teams by helping clients create energizing environments that fuel passion. We have extensive experience helping guide clients through:

- **Structured compensation program**
- **Benefits programs that meet your team's needs**
- **Wellness programs**
- **Social and Environmental program development**
- **Differentiation**
- **Communication Enhancement**
- **Building a Brand Ambassador Program**

Contact Us

Customer Intimacy / Relationship Building

Nothing has a more powerful impact on the economic model than healthy relationships. Conversely, missteps with trading partner and other key stakeholder can derail momentum and can have devastating consequences. It can take a lifetime to develop productive relationships and they can be shattered in an instant.

We have extensive experience developing productive relationships with trading partners and third party stakeholders. We will teach your team how to master these relationships and make them work

for your organization. Productive relationships have little to do with simply giving trading partners what they want, and a great deal to do with creating trust and delivering on promises.

We cover the following areas:

- **Defining the trading partner's status.**
 - Understanding what's really important.
 - Recognizing what isn't important.
- **Scoping the long-term value of a trading partner.**
- **Driving relationships.**
 - Creating a no surprise environment.
 - Business friendships
- **Delighting trading partners without breaking the bank.**
- **Entertainment dos and don'ts.**
- **Dealing with other third parties**
 - Regulators
 - Consultants

We can create a custom seminar for your team or simply work with your organization to transform it into a relationship juggernaut.

Contact Us

Leadership Development at All Levels

It has been said that "Leader's are Born, Not Made". We disagree. We do believe that while many individuals are not suited to become leaders, those that have the qualities to become great leaders are like raw clay.

We believe that these future leaders need to be molded into world class leaders. It matters not if one is 16 or 66 and if he or she is a high school student or a seasoned CEO there is an opportunity to enhance their leadership skills and in doing so enhance performance and results.

We offer a leadership skills workshop designed for your emerging leaders.

Workshop Includes:

- **Leaders Health**
- **Leadership Principles Deep Dive**
- **Getting Your Message Across**

- **Going with Your Gut – Instincts**
- **The Difficult Conversation**
- **Secret of Balance**

- **What to Expect:**
 - **A relevant and concise educational experience**
 - **Improved Leadership Skills**
 - **Fast paced and energized environment**
 - **Out of the Box methods**
 - **Stimulating Exchanges**
 - **Motivated team**
 - **Fun**

We also offer individualized programs through our executive coaching program.

Contact Us

Negotiation Skills Workshop

How powerful would it be to have a team of skilled negotiators within your organization? This workshop is designed to transform your leadership team into best in class negotiators and loving every minute.

We specialize in teaching our clients the proven secrets to getting the most out of every deal, knowing when to walk away from a deal, and understanding the implications of long term deal structure.

Workshop includes

- **Negotiation Planning**
- **Learning to Listen**
- **Observation**
- **Acting Class**
- **Emotion**
- **Seeds and Rinds**
- **Contract Basics**

- **What to Expect:**
 - **A relevant and concise educational experience**

- **Enhanced Negotiation Skills**
- **Fast paced and energized environment**
- **Out of the Box methods**
- **Stimulating Exchanges**
- **Motivated team**
- **Fun**

Contact Us