



Los Angeles ▪ St. Louis ▪ Washington DC

[info@doboldwork.com](mailto:info@doboldwork.com)

[www.doboldwork.com](http://www.doboldwork.com)

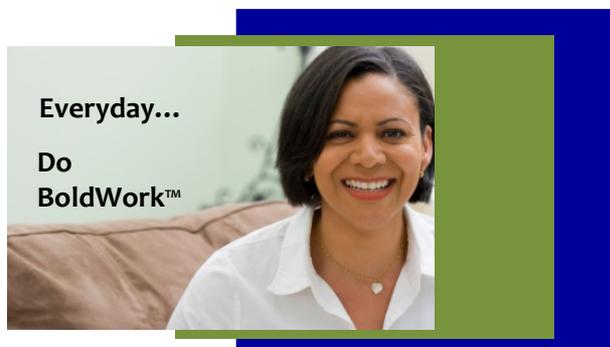
314.732.1701

## Who We Are –

At **BoldWork**, we specialize in helping businesses and organizations optimize the performance of the people who work for them. Typically, our clients come to us when they are seeking to change, to solve problems, challenge a status quo that no longer works, or to create a work climate that motivates employees to become superior performers.

For over 20 years, our focus has been and continues to be on the “human systems” part of doing business. We focus on how systems “think” and how this thinking drives actions and outcomes. For human systems to remain vital and progressive, they must adapt and learn to consistently challenge their habitual ways of thinking and doing and respond accurately to feedback. Individuals and groups can create and sustain healthy work climates that foster purpose, excellence and accountability. This is the foundation of **BoldWork**.

Our client list reflects our history of work with Fortune 500s, mid-sized organizations and small businesses as well as with the sole-proprietor entrepreneur. When business owners and leaders want to both find and develop talented employees who are committed to performing at their best, we’re there building a relationship as trusted advisors.



We make it easy for our clients to build this trusted partnership. This is how we work...

- **We Consult**

We define our consulting as providing expertise in behavior based solutions. Have a problem or issue involving individuals or teams? Not sure who to go to about solving it? We're trusted advisors in helping provide the tools for accurate assessment and diagnosis of root problems. We believe that effective consulting offers new ways of managing change, seeing the world through a new lens and offering alternative solutions that bring satisfying and sustainable resolution. Good consultants build a relationship and are trusted thought-partners in helping you achieve your business goals.

- **We Coach**

We are certified, experienced business coaches. Research has proven that coaching is the single most effective method to promote professional and interpersonal development. Effective coaches help people bring their strengths to their work and perform at their highest potential. Most coaches are trained in a very basic client-centered model. While this common model serves as an excellent foundation, it has limitations. Over our 22 year history of client work, we have developed a unique approach to coaching which we call **Coaching Thru WorkClimate™**.

**Coaching Thru WorkClimate™** focuses on:

- How the individual or work group performs in the “context” of the whole workplace. People work in open, dynamic systems within organizations and businesses and this interdependent approach is central to our coaching engagements.
- The foundations of our coaching goals are clarity of purpose, excellence in execution and accountability to self and others. This triad is at the core of doing **BoldWork™**.
- **Coaching Thru WorkClimate™** is based on trusted research from Harvard Business School and leverages the innate motivational drive to energize high achievers. This approach is behavioral in orientation and, most importantly, provides measurable results.

We coach to “mend the schisms and close the gaps” to create and sustain a healthy, vital WorkClimate – with intention. Through the creation of a motivating, high achievement WorkClimate, **Coaching Thru WorkClimate™** ensures alignment with your organization’s mission and vision and, according to Hay’s most recent research, drives up to 30% of your organization’s bottom line.

## ● We Facilitate

We are experts in small group and team dynamics. Through skilled facilitation, we help teams and workgroups become cohesive and high achieving -- these teams consistently accomplish their goals. An experienced, seasoned facilitator understands the complex psychology of group dynamics and knows how to guide and "facilitate" the actions necessary for a team or workgroup to focus and create a common voice.

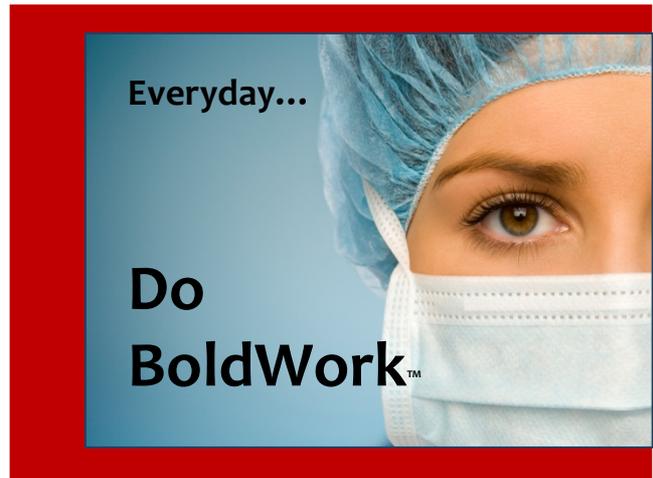
## Off-Sites & Retreats

We have extensive experience in helping our clients with the design and facilitation of off-sites and retreats. If you have a high leverage group who is seeking a renewed sense of motivation and focus, our professional facilitators can play a key role. In addition, we offer a proprietary, research-based process designed specifically to laser in on important group issues. This unique pre/post assessment helps critical teams align with a significantly greater experience of clarity, excellence and accountability. Our experienced facilitators will help your work group or team to:

- Effectively change strategic direction
- Generate creative solutions for entrenched problems
- Create a common framework and points of reference
- Foster a collective vision
- Deal with sources of conflict & confusion
- Be heard in matters of importance to them
- Improve team effectiveness and build trust

## ● We Educate

Ultimately, we are in the profession of helping people learn, unlearn and relearn. Through this lifelong, adaptive process, people gain new insights and change their "thinking and doing" in productive ways. Our workshops, presentations, and assessment and development plans are a critical part of accomplishing our own mission. We've created a unique group of workshops that we believe inspire people to continuously develop, explore and adapt. The number one reason to learn in life is **to adapt**; the number one competitive edge any business possesses is the progressive talent and knowledge base of its employee population.

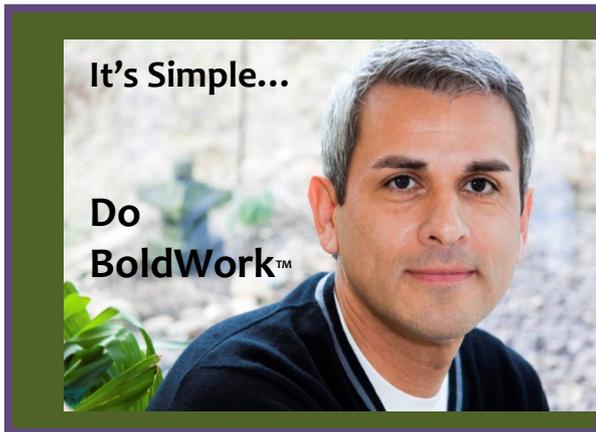


## And Now, Our Expertise -

We make it straightforward for our clients to understand the unique services we deliver. We focus on 5 core areas of expertise. We don't try to be everything to everybody. We have a broad knowledge base, anchored in research, with a proven track record of success.

### 1. WorkClimate

This is our flagship expertise. And this is the central platform for **managing change and motivating** your workforce. As expert WorkClimate Facilitators, we apply a variety of skills and tools to measure, develop and sustain a thriving, high achievement workplace where people are goal driven and personally motivated to accomplish their best work. Our systemic program, **Intentional WorkClimate™**, is grounded in decades of respected research and powerfully effective in leveraging the innate human drive to be competent and achieve. We change your everyday workplace into an energized Intentional WorkClimate™ and we promise, everyday work will never be the same again.



### 2. Team Development

Current research shows that businesses who leverage the strength and knowledge of groups and teams are more successful than those who don't. Our seasoned Team Facilitators know exactly how to help an organization create and sustain high performing, achievement driven teams that accomplish their goals and objectives.

### 3. Leadership Development

Effective leadership is a primary driver of business success. Through assessment, coaching and workshops, we help individual leaders and leadership teams learn and apply the complex skills and competencies necessary to meet the extraordinary challenges of today's business world. All of our leadership coaching and development is based on progressive, effective research from influential thought-leaders, universities and business schools.

#### 4. Talent Management Systems

No two businesses are exactly alike – and they need different talent to succeed. We educate our clients in how to create a reliable and accurate system to select talent that aligns and “fits” the unique challenges and needs of *their organization*. Once this talent is in the door, we further help you to develop that talent, resulting in a work force that is deeply committed and highly motivated. And because talent is expensive to recruit and develop, we also show our clients how to retain the talent in which they have invested time and money.

#### 5. Management and Supervisor Training and Development

Managers and supervisors are the proving ground for your organization’s future leaders. From these ranks come the valued succession of your business. As an investment in your organization’s future, we provide training and development that is well planned, executed and which demonstrates a clear and measurable return-on-investment.

*“Work we must, but what work we do, the way we use our time, the manner in which we labor is*



*more than a statement about our values: they are the values themselves.” A. Dorbin*

Our initial meeting is our opportunity to understand you and your business as well as to achieve clarity about your immediate concerns and future goals. This is also your opportunity to better understand who we are, what we do and how our way of working and expertise can be an asset to your business or organization. Ultimately, we want to know how we can compete for your business and partner with you to achieve mutual success.



# BoldWork

transforming our places of work

---

## Client List

- Allina Health Systems
- Amgen
- Apria
- ARV Assisted Living Facilities
- Blue Shield of California
- Boone Hospital Center
- CalFed Bank
- Central Bank of Lebanon
- Collins Foods International, Inc.
- Continuous Software, Inc.
- Disney – Partners Federal Credit Union
- El Pollo Loco, Inc.
- FHP
- IO Labs/Johnson & Johnson
- Lake Regional Health System
- Long Beach Mortgage Co.
- Medica Health Systems
- Panda Inns, Inc.
- Paul, Hastings, Janofsky & Walker LLP (Global Law Firm)
- Premera Health Systems/Blue Cross of Washington & Alaska
- Sizzler Restaurants
- Spencer, Shenk, Capers & Associates, Inc.
- St. Louis Veterans Administration
- Well Point Health System
- Weider, Inc.
- Weyerhaeuser Mortgage
- Weyerhaeuser Insurance Services
- Woman to Woman
- Writers Guild of America, West
- The Zenith Insurance Company

Los Angeles ▪ St. Louis ▪ Washington DC

[info@doboldwork.com](mailto:info@doboldwork.com) [www.doboldwork.com](http://www.doboldwork.com) 314.732.1701