

## Human Capital Innovation and Resources

*“Running a business is all about people.” – Dr. M. Lewis Temares.*

Industrial and organizational psychologists predict that 20% of the employee population will embrace a change in an organization, 65% are willing to change but need to be shown how and 15% will not change.

Traditionally, IT teams are selected on the basis of availability, technical content, business process content, IT acumen, etcetera. The Institute recommends creating purpose-built teams that identify and take advantage of different types of intellectual as well as technical strengths to maximize results. Classes and workshops are available to engage and challenge your organization to improve team dynamics by using experience-based initiatives and simulations while having a great deal of fun!

The Executive Information and Technology Institute focuses on creating effective and successful results for change management and problem resolution. The Institute offers training and facilitation to enable organizations to work together effectively as team of “one”.

### Change Management Consulting and Training

**Organization Transformation Methodology** A process to assist in managing a flexible and changing environment. Key benefits include:

- How to create an effective and successful leadership atmosphere.
- How to identify and minimize potential problems with organization changes.
- How to energize unity and create a single focus of purpose.

### Industrial and Organizational Development

**Industrial Psychology** Skilled and licensed psychologists using their behavioral science tools, processes and skills to improve organizational leadership. Key benefits include:

- How to select and develop key talent needed for long-term success.
- How to improve relationships, communications and cooperation.
- How to enhance outcomes by fostering creativity and constructive conflict resolution.
- How to create effective and business success driven succession planning.

## Method Teaming and Communications

**Method Teaming™** Build the right team, made up of the right intellects for the objectives. Method Teaming™ is a proprietary methodology. Key benefits include:

- How to form powerful, purpose-built teams using Intellectual Diversity (ID).
- How to enable the Intellectually Diverse team to communicate and operate like a true team, although fundamentally the way they think as individuals is very different.

## Performance Measurement and Management

**Organizational Revenue and Growth Capability Assessment** A process of organizational discovery about the future, the present and how those two points in time can be successfully bridged together to the benefit of the organization and the company. Key benefits include:

- How to aid the organization in understanding what needs to be done in order to obtain the organization's vision.
- How to apply and utilize Project Management Consulting, Training and Certification (PMI).