



## Areas of Expertise

### Develop Organizational Health and Fitness

- Offer strategic counsel on *large-scale, complex, change initiatives*
- Accelerate the adoption rate of *organizational, leadership, and team performance enhancement* efforts
- Advise leadership on crafting a unique culture that illuminates their core values, and advances the strategic direction of the business
- Sharpen *strategic intent* and develop *agile execution*
- Develop leadership and organizational capacity to *lead and adopt new strategies, new business models, and to migrate toward new organizational cultures*
- Develop leadership and team efforts for *global, multi-cultural organizations*

### Create the Engaged, Motivated, Inspired, High-Performance Workforce

- Create the conditions which enable an *engaged, inspired, focused, and aligned workforce in support of advancing a common aim*
- Develop a *motivational fit* between individual motivational drivers, organizational opportunities, and strategic business imperatives
- Develop *emotional and social intelligence*, increasing the likelihood that messages, decisions, and actions are received in constructive ways, and invite those in whose support is most essential to attaining business goals
- Increase a *compelling sense of purpose, meaning and satisfaction in daily work*, giving a significant boost to overall performance levels

## Enhance Team Development

- Develop clarity around — and emotional connection to — *a common view of a purpose-driven team identity, a compelling team vision, and energy and urgency around essential team priorities requiring collective and individual focused attention*  
Assess and develop the necessary conditions to become a high-performing, well-functioning, energized and inspired team

## Enhance Leadership Impact

- Coach leaders 1:1 to *build greater ease, impact, satisfaction and overall effectiveness in their leadership impact*
- Develop emotionally intelligent leaders
- Design and deliver leadership learning systems to develop high potential leaders, and more fully engage leaders challenged with the intense demands and immense opportunities related to increased adoption of major organizational change initiatives
- Facilitate *leadership integration and leadership transition strategies (transitioning and integrating into new roles, new businesses, new cultures, new teams...)*
- Design and deliver custom-designed *leadership learning strategies*

**For more information about our philosophy, approach, and models, contact us via phone (206) 354-3371, or email us at [rjs@sepielli.com](mailto:rjs@sepielli.com).**