

A silhouette of a man in a suit holding a briefcase, standing on a rocky outcrop against a starry night sky with a comet. The man is facing away from the viewer, looking towards the stars. The sky is a deep blue with many small white stars and a bright comet streak in the upper left. The bottom of the image shows a dark, rocky horizon with a warm orange and yellow glow from the setting or rising sun.

The Leader's Way

Organizational Wide Leadership Solutions
to develop your people and your organization



A star is born, a leader emerges

“It is time for a new generation of leadership to cope with new problems and new opportunities.



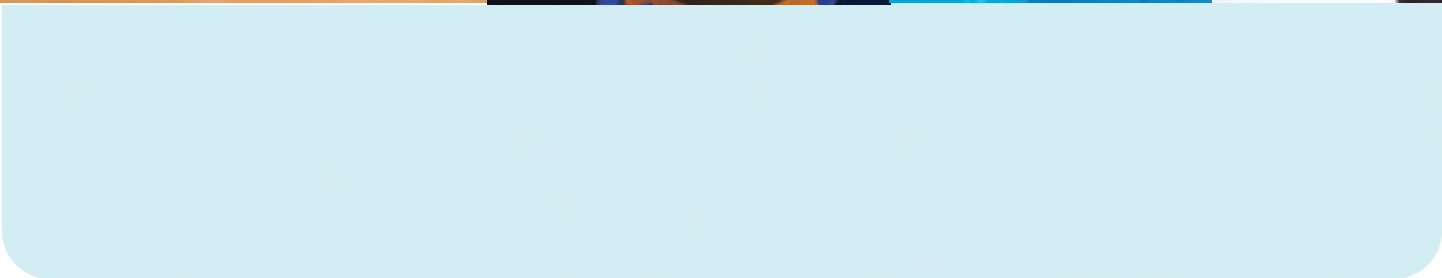
The road to becoming an elite organization is often a path less traveled. But, more and more corporations are finding that making their way down that road is the only way to excel in markets that grow more competitive every day. Walking that road means finding ways to get more from the assets you have. It means creating self-motivated people, building teams that communicate and work together more effectively, making the right hires and keeping them.

The growth and success of any organization depends on the development of its people. With the right support, leadership emerges from every level and every job function. As that leadership becomes self-sustaining like the stellar bodies, organizations thrive.

That's where OWLS comes in. We deliver organizational wide leadership solutions for businesses and management teams of every shape and size. We use experiential learning techniques to engage and draw out the potentials within individuals, groups and entire organizations. We help corporations transform themselves into elite organizations that go from resisting change to embracing it and thriving on it.

We help our clients create an environment where learning and development are everyone's business. Where growth and leadership contribute to healthy bottom lines.

For there is a new world to be won." — John Fitzgerald Kennedy



“Leaders are best when people barely know they exist. Not so good when people obey and acclaim them. Worse when the people despise them. But of good leaders who talk little when their work is done, their aim fulfilled, the people will say, ‘We did it ourselves’.” — Lao Tzu

You’ve heard the story. Sir Isaac Newton stretches out beneath an apple tree, stares at the sky and ponders the relationship between gravity, falling objects and the moon’s orbit. Suddenly an apple falls. Newton instantly finds his connection and the “Ah-ha” moment is born.

“Ah-ha” experiences are at the core of OWLS experiential learning programs. Like Newton, people in our programs discover new potentials through experience. Potentials they can apply to becoming better leaders, better team members and more productive employees. We facilitate the development of organizations and leaders by helping them transform carefully choreographed experiences into knowledge and then into understanding. Every OWLS program is custom designed to meet your goals and needs. Custom designed, but delivered using our exclusive experiential model that’s proven its effectiveness over the many years we’ve been successfully serving clients.

We deliver our programs wherever works best for you. But most often, we remove individuals and groups from their business-as-usual surroundings. We then ask them to face a challenge, complete a task or solve a problem that, at first, seems to have little to do with their jobs. Afterwards, we help them reflect on the experience and discover new capabilities and depths about themselves and the people they work closely with every day. Because what they learn is personal discovery, they take these newfound nuggets of knowledge with them, own them and use them to make positive changes in their work and their lives.

There’s
always
an apple
falling
some-
where



“Life ought to be a struggle of desire toward adventures whose nobility will fertilize the soul.” — Rebecca West



Events only begin the transformative process

The effectiveness of a sword lies not in its blade but in the hand that wields it. That's true too for the learning activities we use as part of our organizational and leadership development programs. The activities and events that engage our clients often get most of the attention. But, truth is, it's our people, our follow-up and our follow-through that have made our programs so successful for so many clients over the years.

The initial program we design for you might include activities like preparing a meal, building and sailing a cardboard boat or creating a distribution chain from pieces of PVC pipe and rubber balls. Now, any human resources student or adventure training company can run activities like these. Fact is, you could buy a book and learn to run them yourself. But, simply as swinging a champion's golf clubs won't put you on the leader board, just running the activities won't transform your organization. What makes these activities so effective for our clients are the skills of our facilitators and the other OWLS professionals guiding you through every phase of the program.

No one helps you draw more from experiential learning activities than OWLS. Our facilitators are experienced and gifted educators in the true sense of the word. Our programs are never about us downloading information to your people. They are always about engagement and self-discovery. Helping your people discover and develop the "more" that exists in them and the ways they can bring it to your organization.



Becoming is an endless climb

“Life is change. Growth is optional. Choose wisely.” — Karen Kaiser Clark

The action part of your program may be complete, but the learning has just begun. Our programs include time for in-depth and formalized processing and discussion periods that encourage and draw out lessons taken from the activities. They pinpoint how those lessons may be translated to business-as-usual back on the job and build action plans to monitor the process every step of the way.

Our programs lead people through the stages of positive change and transformation. From resistance to realization. From confusion to clarity. From ideals and feelings to action and behaviors. It is an inside-out process that brings lasting results and opportunities to create future programs to build on what has been learned. The learning and development process is never a closed circle. It's actually a spiral that takes individuals and organizations to ever-higher degrees of what is possible for them to become.

The OWLS process is more than simply bringing about change. Making change happen actually isn't all that tough. Squeeze the juice from a grape and you've made a change. Transforming that juice into a vintage wine is an inner process that is a bit more difficult and takes more skill. So, too, is bringing the right change to an organization. It takes the right blend of intent, action, practice and integration that can only be guided by experienced, selfless and dedicated professionals. The kind of people you'll find at OWLS.

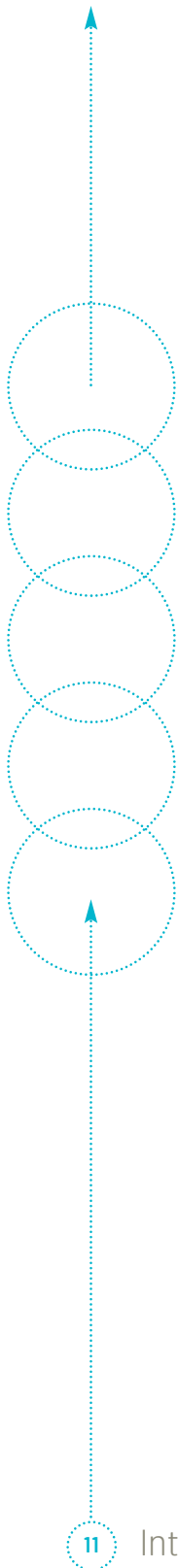


Learning is an endless journey



“Experience is not what happens to us;
it is what we do with what happens to us.” — Aldous Huxley

Sustaining **the** transformation



Back on the job within your organization, our process continues even though our facilitators are gone and the formal portion of your program is over. Whether your program took place in a corporate boardroom, a local meeting facility or at a luxury resort, what was learned now works its way deep into your organization through a process of integration. Ideas are put into action. Real changes emerge. New lines of communication are opened. Stronger team bonds are forged and loftier performance standards are achieved

People feel better about themselves and their own capabilities. They see with new eyes how to bring more of themselves to the table. They develop a greater appreciation for other team members. Careers come alive, lives change and new leadership is born at every level of your organization. People find out the best that's within them, and they take it to the office every day.

As transformation happens, we're there to support it in every way possible. Ready to help you over the rough spots and with the difficult births that come with transformation. Most often, this means periodic follow-ups to encourage and nurture the integration process. It is an extra step that is an important part of forming partnerships with our clients. And, it is this dedication to building relationships and partnerships that elevates OWLS people and programs above competitors focused on short-term returns.

If you've visited our website, you're already familiar with how to begin the process of developing an OWLS program that responds to your needs today. If not, take time to go there, and work through our short, online insight form. It will get us started on developing specific recommendations for your organization. What's more, it will help you identify the parts of your organization that are calling loudest for change right now. Remember, we're here for a long-term partnership, working to earn your trust through the tangible benefits of our programs. So, contact us today and experience what OWLS can mean to the development of your organization and your leaders.





A young graduate of the local academy, eager to make his mark and demonstrate his superior intellect, held out his tightly cupped hands as he approached the village wise man. “In my hands, old man,” said the graduate, “I hold a bird. If you’re so wise, tell me whether the bird is alive or dead.” If the old man answered, “dead,” the young man planned to release the living bird. If the old man answered “alive,” the graduate would simply crush the bird. Either way, the old man would be bested. “Again,” demanded the young man, “is the bird I hold living or dead?” The old man leaned in close to the young man and whispered, “The answer, my young friend, is in your hands.”

The best and truest answers to the growth and development challenges of any organization are found inside, within its people. OWLS is here to help you discover, bring out and apply more from the assets you already have. Find out how, contact us today.

