



The Leaders' Way

Growing your people and your organization



Why OWLS?

- The cost of replacing a management member averages 150% of their annual salary.
- Replacing employees costs between 50% and 200% percent of their annual salaries.
- Average cost-per-hire is nearly \$4,600
 - > 25% more than two years ago.
- The number of companies that make leadership training a top priority continues to increase every year.
- Studies show quality training delivers a return on investment (ROI) of, on average, 50% to 200%.



OWLS programs help thousands of companies worldwide build healthier bottom lines

- Experiential learning techniques bring out potentials of individuals and teams.
- Every program is custom designed for your needs—no off the shelf placebos.
- Extensive network of professional facilitators
 - > Many have PhD and MBA degrees.
- Exclusive follow-up partnership process ensures what is learned is applied in the workplace.
- Unique PAINS™ process reveals causes of your pain and identifies your needs.
- Programs are delivered where you want them, anywhere in the world.



OWLS experiential learning programs create results.

- Develop the leadership potential of individuals and teams.
- Improve communication and performance.
- Enhance corporate cultures.
- Reduce employee turnover.
- Develop the ability of your people to set goals, solve problems, manage change and strengthen relationships.

*We don't just help your people learn to think outside the box.
We teach them to get up on top of the box, look around and
discover new things about themselves, new solutions to challenges.*





OWLS' services include custom programs in:

- Leadership development
- Team building
- Understanding behavior
- Executive coaching
- Ropes courses
- Health, wellness and retreat activities



OWLS programs are known for delivering lasting results.



One example is a custom leadership development program we designed for a major consumer products company. We successfully and effectively integrated the company's core model of responsibilities and values into the organization's daily work habits, from the top down. Our partnership has continued to help them emphasize these core competencies for more than seven years.



OWLS programs are custom designed for your needs — no off the shelf placebos.

- Programs that work for one company and one situation won't work for every company and every situation.
- Every program we design and facilitate is as unique as the client we're serving.
- Our proven process blends listening, customizing and follow-up.

“In a world where most people would rather sell you what they have rather than what you need, it's hard to find a company willing to listen with real depth. But we've made it a point to make that kind of deep listening our specialty.” Erik Henyon, CEO, OWLS



OWLS extensive network of professional facilitators; many with PhD and MBA degrees.

- Any program without a well-qualified and experienced facilitator is no program at all.
- OWLS facilitators have broad and varied experience, capabilities and expertise because your program deserves nothing less.
- OWLS facilitators are skilled at:
 - > identifying and directing attention to key learning opportunities
 - > guiding participants to “ah-ha” moments when learning happens, lives change.
 - > handling critical moments when self-discovery can either be integrated or missed.



Insights from OWLS facilitators



Rusty Renick— More than 23 years consulting on organizational development, leadership and management training.

“Effective leaders provide a vision that channels our deepest values into the workplace and becomes a word-picture of how we want these values to be lived out.”



Donna Garnvik— More than 10 years working in training, facilitation, instruction and accelerated learning.

“The majority of trainers working in companies today do not have formal training in instruction, facilitation and course design. Learners are left confused, overwhelmed, and disenchanting. This type of training is ineffective and a waste of training dollars.”



Insights from OWLS facilitators



Amanda Straus— More than 10 years working in outdoor experiential education and coaching.

“Pushing past comfort and into the stretch zone requires discipline, courage and self-confidence. It means asking more of ourselves which inevitably leads to growth.”



Betsy Webb— More than 25 years in experiential training, leadership and organizational development. Former program director for Colorado Outward Bound School.

“Many of our programs provide the opportunity for participants to assume a leadership role. This gives the entire team the opportunity to practice direct communication skills and strategize how to bring this important skill into more effective use back on the job.”



OWLS' exclusive follow-up partnership process ensures what is learned is applied.

- OWLS helps you:
 - > pinpoint exactly what has been learned during the program;
 - > translate knowledge from the activity to the real world;
 - > integrate what was learned into your organization and culture.



OWLS' exclusive follow-up partnership process ensures what is learned is applied.

- Follow-up surveys, interviews and group and individual sessions help us:
 - > gather information about how well what was learned is being applied;
 - > identify areas that need to be tweaked or reinforced;
 - > design and recommend the most useful next steps to your ongoing program.

Giving you better results is an ongoing process of assessment and follow-up that continuously nurtures the abilities of your people.



OWLS unique PAINS™ process reveals causes of your pain and identifies your needs.

- Partnership Analysis In-depth Needs Study™ (PAINS) is a process that:
 - > begins with a conversation to identify key strengths and opportunities;
 - > identifies the causes—not just symptoms—of your pain;
 - > evaluates employees' motivation to change, desire for growth and passion to make real and greater contributions.

Only when our analysis is complete do we begin designing the program or programs that will deliver the results you deserve.





OWLS PAINS process has brought relief to thousands of clients all over the world.

“Everyone was great to work with and focused on learning about your team in order to develop training that would meet our needs.” Paul King, USDA





OWLS PAINS process has brought relief to thousands of clients all over the world.

“I can’t wait to recommend this program to everyone possible. To learn in a non-threatening environment about how to work together effectively in today’s business environment is SO POWERFUL! OWLS has the right concepts and approaches. This program was truly worth every penny!” Susan M. Powell,
Lincoln Property Company





OWLS PAINS process has brought relief to thousands of clients all over the world.

“Robin Weeks (lead facilitator and program designer) was a pleasure to work with, she asked a lot good questions in order to create a program that was just right for our group and she followed up with us.”

Gabriela Shanholtz, Cargill



OWLS programs are delivered where you want them, anywhere in the world.

- Your corporate boardroom
- Retreat centers and resorts
- Part of a longer company planning session or meeting

We deliver programs all over the world, indoors or out. Many of the facilities we regularly work with are on our website. Check often because our list is constantly growing. We also have an internal travel company to handle all your retreat planning needs. Find out more at www.owlsadventures.worldventures.com

Remember, we go anywhere in the world. www.owlsinc.com.



A few of the over 1000 clients we serve worldwide.

- Allstate
- Animal Planet
- AOL
- AT&T
- Bank of America
- Capital One
- Department of Defense
- Discovery Channel
- General Electric
- Glaxo Smith Kline
- Holiday Inn
- Meeting Street Builders
- Merck
- Microsoft
- NBC News
- National Ground Intelligence
- Philip Morris USA
- Pfizer
- Starbucks
- Stryker Spine
- Target
- University Of Virginia
- Wells Fargo Financial
- World Bank
- Circuit City
- USDA
- Wachovia Bank



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. Let the journey begin, contact us today.

Thank you.



www.owlsinc.com • 866.535-OWLS (6957)