



There's fun in what you can see,  
value in what you can't.

## OUR APPROACH AND SERVICES



## A proven approach to developing your people and your organization

There's no shortage of people who claim to deliver team-building and organizational development programs. Flip through your local phone book or punch up a quick web search and you'll find an assortment of groups all competing for the money businesses invest in their people. Fact is, you'll find more of these groups as training continues to prove its value by reducing the costs of attracting, developing and retaining good people.

But we're convinced, and so are our clients, that when it comes to getting the kind of training, leadership and organizational development services that make a lasting, positive difference to your organization, the list of qualified providers shrinks. Our clients will tell you that, when it comes to sustainable return on investment, there is really only one choice. And, OWLS is it.

The services we deliver span the experiential learning universe. We can help you by designing programs that develop the leadership potential of individuals and teams, improve communication and performance, enhance corporate cultures and reduce employee turnover. Programs that develop the ability of your people to set goals, solve problems and motivate them to 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.

“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

## Customizing for better results

When organizations come to us for the first time, it’s often because they’ve heard good things about us from one of our clients. So, conversations often start out with a prospective client saying something like, “Hey, I heard great things about the ropes course you did for KMG. We want you to do that for us, too.”

When we hear you say that kind of thing, we’ll just thank you for the compliment and tactfully redirect the conversation back to the process of getting to know you and your organization. You see, we won’t sell you an off-the-shelf program. Programs that have worked 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. One company’s ropes course may turn out to be another company’s team building dinner, cardboard regatta, organizational assessment, personality and behavioral evaluation or some combination.

## Following-up is part of being a dedicated, long-term partner

Training companies that are event driven disappear once your program is over. Unfortunately, so do the results of their programs. Our programs offer more. Every program we design continues to serve you down the road because of our follow-up process. It’s a process that allows us to pinpoint exactly what has been learned during the program and then helps you translate that knowledge from the activity to the real world, back within your organization and culture.

Our follow-up system includes check-in procedures at key periods after your event to make sure the experience is being fully integrated into business-as-usual and is delivering the results you expect. We use follow-up surveys, interviews and group and individual sessions to gather information about how well what was learned is being applied. Then, the lead facilitator for your program works with our program consultants to identify areas that need to be tweaked or reinforced. Only then do we design and recommend the most useful next steps to your ongoing training, leadership and organizational development program. Giving you better results is an ongoing process of assessment and follow-up that continuously nurtures the abilities of your people.



## OUR SERVICES

Leadership Development

Team Building

Behavioral Assessments

Executive Coaching

Ropes Courses

Health and Wellness Retreat Activities

See our website for more details: [www.owlsinc.com](http://www.owlsinc.com)



“Great atmosphere  
for team-building.  
Improved  
communication  
among the group.  
Outstanding to  
work with.”

—Mike Burton  
General Manager-Target  
(Mid-Atlantic Distribution Center)

### Delivering solutions with every program

Our programs are known for the lasting results they deliver. Client after client sees the positive impact our work has not only in their day-to-day, front line business operations but also on their bottom line. Visit our web site and learn about how our programs are helping companies all over the world by delivering results like these:

- ◆ One example is a custom leadership development program we designed for a major consumer products company. We successfully integrated the company’s core model of responsibilities and values into the organization’s daily work habits, from the top down. Our partnership has helped them sustain that change for more than seven years.
- ◆ We’ve helped literally hundreds of companies reduce turnover by as much as 80 percent and increase their net profits by more than 15 percent within just 18 months of implementing our exclusive AVA behavioral analysis system.

Find out what how we’ve helped companies facing challenges similar to yours. Visit us today at [www.owlsinc.com](http://www.owlsinc.com)



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