

Workshop Programs from Dan McGraw Consulting, LLC

Contents

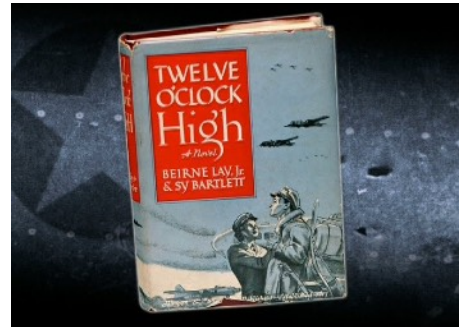
1. Leadership Development– *12 O’Clock High*
2. Results Through Teamwork - *Remember the Titans*
3. Team and Leader Development - *Hoosiers*
4. Coaching and Feedback Skills - *The Color of Money*
5. Communicating, Influencing, Leading - *12 Angry Men*
6. Leadership Development - *The Endurance*
7. Comments about *The Endurance* workshop
8. Energy Management - Mastering Time
9. Growing New Leaders - Mentoring
10. Management Workshop - Management Skills
11. Comments from clients and participants
12. Professional Summary - Dan McGraw



LEADERSHIP DEVELOPMENT TWELVE O’CLOCK HIGH



Dan McGraw Consulting, LLC
Workshop and Program Flyers



Dan McGraw Consulting, LLC
Seattle, Washington
206.790.1123
dan@danmcgraw.com
www.danmcgraw.com

Called “a master facilitator” by his clients, he is skilled at building strong teams, developing innovative solutions, and insightful analysis. As a motivational speaker, he uses enthusiasm and humor to drive home key concepts and affect change in his audience. As a coach, he brings focus and results to leaders, managers, teams and organizations.



The Workshop

The 1949 film, Twelve O’clock High was ranked number 1 by Fortune 500 executives as having the greatest influence on their leadership styles. The book on which it is based focuses on the American Air Force in the early stages of WWII and the real life issues of a struggling organization. The workshop allows participants to see the impact of effective and ineffective leadership. This fast-paced forum allows managers to discover their own strengths and weaknesses and what to do about it. Offered as a full day or half day program that’s highly interactive and effective.

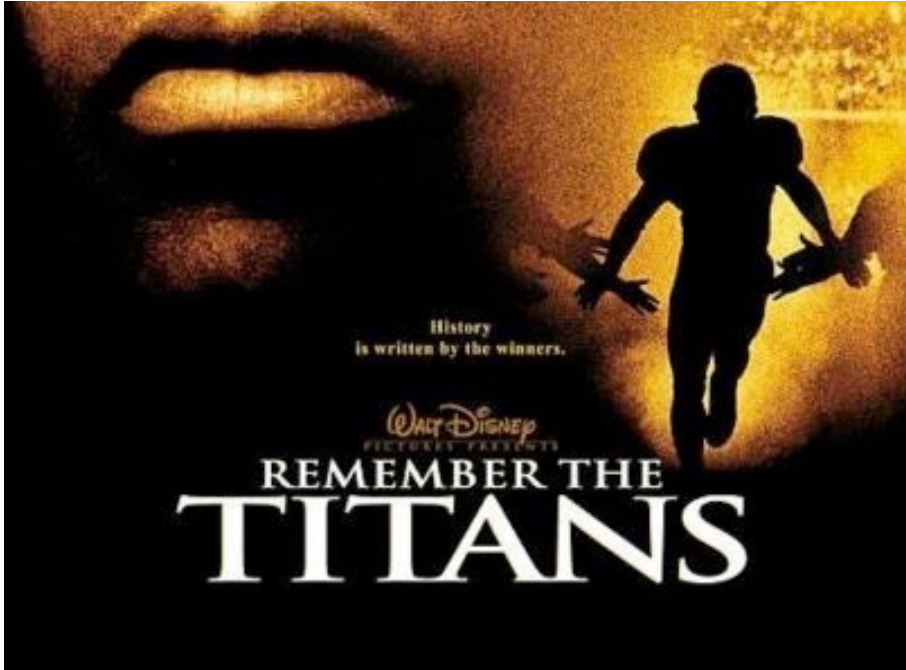
Objectives

1. Discover the key change that can make your leadership more effective.
2. Develop an action plan to make the change.
3. Learn the importance of goal alignment to a team’s success.
4. See how to get buy-in to your plan when objectives are in conflict.
5. Realize the power of vision as the driving force behind team performance

Highlights

- Analyze management styles
- Understand our style and it’s influence on the team
- Discover how morale affects productivity and what to do
- Learn how to delegate
- See the impact of discipline and accountability
- Assess our leadership skills and how to improve
- See the power of a plan based on the needs of the team

RESULTS THRU TEAMWORK REMEMBER THE TITANS



Dan McGraw Consulting, LLC
Seattle, Washington
206.790.1123
dan@danmcgraw.com
www.danmcgraw.com

Called "a master facilitator" by his clients, he is skilled at building strong teams, developing innovative solutions, and insightful analysis. As a motivational speaker, he uses enthusiasm and humor to drive home key concepts and affect change in his audience. As a coach, he brings focus and results to leaders, managers, teams and organizations.



dmc

The Workshop

focuses on leaders forging the combination of characteristics, attitudes, and behaviors we associate with teamwork, even when objectives are in conflict, and when the environment is not supportive of teamwork. The team's hard work and integrity in its unity despite its differences ultimately unites even the members of a bigger group. The workshop may be used as a training tool for managers, or tailored to provide a forum where your real-life issues and conflicts are identified and resolved. Offered as a full day or half day program that's highly interactive and effective.

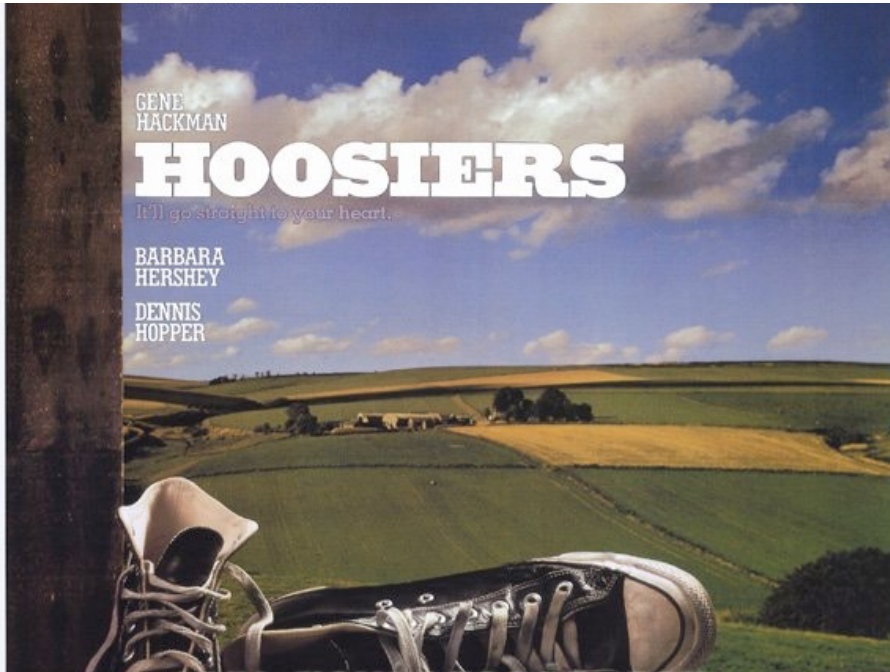
Objectives

1. Discover the key changes that can make your teams more effective.
2. Develop an action plan to make the change.
3. Value the power that comes from clear goals.
4. See how you impact the morale, productivity and unity of your team.
5. See how building leadership strengthens the team and improves the organization.

Highlights

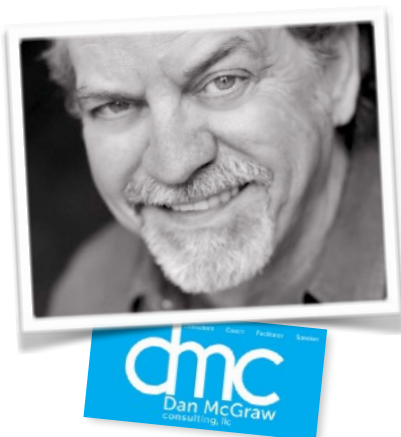
- Teamwork issues
- How leaders build teams
- How leaders hurt teams
- The leader's vision
- Defining Team Success
- Challenging each other
- Developing team members
- Building "trust - the common dominator"
- Breakthrough moments
- Leadership conflict affects

TEAM AND LEADER DEVELOPMENT HOOSIERS



Dan McGraw Consulting, LLC
Seattle, Washington
206.790.1123
dan@danmcgraw.com
www.danmcgraw.com

Called “a master facilitator” by his clients, he is skilled at building strong teams, developing innovative solutions, and insightful analysis. As a motivational speaker, he uses enthusiasm and humor to drive home key concepts and affect change in his audience. As a coach, he brings focus and results to leaders, managers, teams and organizations.



The Workshop Based on the true story of a small-town Indiana team that made the state finals in 1954, the film features a volatile coach and a former star player-turned alcoholic leading a small-town basketball team on an improbable run to the Indiana high school championship game. Coach Norman Dale encounters several hurdles in his path: a feisty teacher determined to keep the best player from going out for the team, a town chock full of second-guessing fathers, and a group of undisciplined athletes. Story inspired by the Milan (Indiana) Indians' state title of 1954. Offered as a full-day or half-day program that's interactive, effective and entertaining.

Objectives

1. Understand how discipline and fundamentals form the basis for team performance
2. See results from achievable goals and defining winning
3. Appreciate environment and it's affect on team dynamics.
4. See how building leadership strengthens the team and improves the organization.
5. Assess your team and your leadership. How it changes
6. Develop an action plan for your team, as member and leader

Highlights

- Assessing the situation
- Obstacles to teamwork
- How leaders hurt teams
- The leader's vision
- Defining team success
- Handling the OBTs
- The “Big A”, Accountability
- Values and motivators. Who's responsible?
- Breakthrough moments
- The role of delegation in

COACHING AND FEEDBACK SKILLS THE COLOR OF MONEY



Dan McGraw Consulting, LLC
Seattle, Washington
206.790.1123
dan@danmcgraw.com
www.danmcgraw.com

Called “a master facilitator” by his clients, he is skilled at building strong teams, developing innovative solutions, and insightful analysis. As a motivational speaker, he uses enthusiasm and humor to drive home key concepts and affect change in his audience. As a coach, he brings focus and results to leaders, managers, teams and organizations.



The Workshop

Coaching is a set of skills that can to be mastered from everyday use in normal work situations. This workshop uses a unique way to visualize key learning points. Checklists, diagrams, and participant notes provide documentation and reference during the workshop. Participants will learn to see coaching opportunities with their players in common situations and will discover the differences between coaching and other forms of management. Offered as a full day or half day program.

Objectives

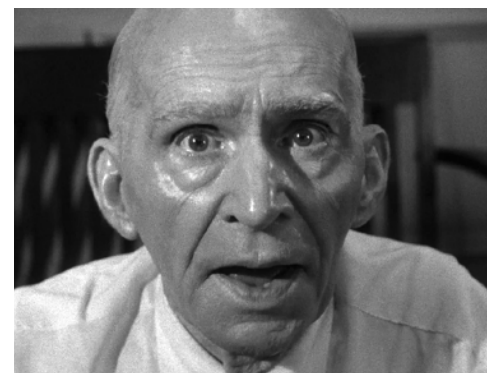
1. See how coaching fits into the management skill set.
2. Learn an effective and easy to use Coaching Model.
3. Identify what to coach.
4. Create and execute a coaching plan.
5. Understand how to advance the player through the steps to success.
6. Unlock the keys to feedback.
7. Know how and when to use the coach's four pitches

Highlights

- The Coach's Role
- Coaching Fundamentals
- The Blind Spot
- Intention vs Impact
- Feedback
- Awareness
- Acceptance
- Action
- IDEAL Coaching
- The Coach's Four Throws
- Coaching Role Plays

COMMUNICATING, INFLUENCING, LEADING

12 ANGRY MEN



Dan McGraw Consulting, LLC
 Seattle, Washington
 206.790.1123
dan@danmcgraw.com
www.danmcgraw.com

Called “a master facilitator” by his clients, Dan is skilled at building strong teams, developing innovative solutions, and insightful analysis. As a motivational speaker, he uses enthusiasm and humor to drive home key concepts and affect change in his audience.



Imagine you’re in a meeting with 11 of your peers. They are all in agreement and keen to move on. You are the only one to have doubts, but the stakes are extraordinarily high: a man’s life.

What do you do?

That’s the premise of Sidney Lumet’s film 12 Angry Men, a study of influence and leadership. As the jury of a murder trial retire to consider their verdict, Henry Fonda’s Juror 8 is the lone dissenting voice who refuses to sanction a unanimous guilty verdict. Though uncertain of the defendant’s guilt or innocence, his insistence on re-examining the case gradually leads the remaining 11 jurors to change their minds. Offered as a full day or half day program.

Objectives

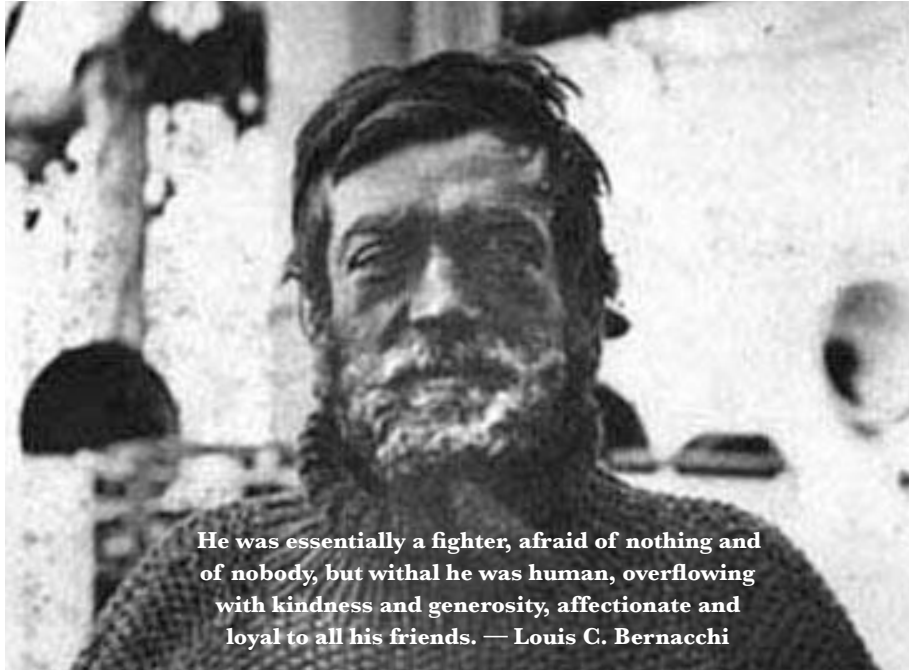
- Know when to speak, and not.
- Identify behavioral styles and how to work best with each.
- See how and when to use your strengths.
- Value the impact of leadership on group dynamics.
- Learn how the common goal focuses the team.
- Uncover hidden agendas.
- Create a plan to use what you’ve learned.
- Learn to coach

Highlights

- Six ways to influence others
- Dealing with prejudice, doubt, and indifference
- Knowing your audience
- Examining themes of justice, one against many, class, father/son relationships, anonymity
- Witness the power of listening, questioning, goal setting, facilitating, and timing
- Highly interactive

LEADERSHIP DEVELOPMENT

ENDURANCE: THE LEADERSHIP SAGA OF ERNEST SHACKLETON



He was essentially a fighter, afraid of nothing and of nobody, but withal he was human, overflowing with kindness and generosity, affectionate and loyal to all his friends. — Louis C. Bernacchi



Dan McGraw Consulting, LLC
Seattle, Washington
206.790.1123
dan@danmcgraw.com
www.danmcgraw.com

Called “a master facilitator” by his clients, he is skilled at building strong teams, developing innovative solutions, and insightful analysis. As a motivational speaker, he uses enthusiasm and humor to drive home key concepts and affect change in his audience. As a coach, he brings focus and results to leaders, managers, teams and organizations.



The Workshop/The Story

Called “the greatest leader that ever came on God’s earth, bar none”, though he never led more than a small crew and is better known for failures. Ernest Shackleton the explorer, failed only at the improbable; succeeded at the unimaginable and is considered a model of leadership. He set out for Antarctica in 1914 with the ambitious goal of crossing the continent on foot; however, his ship the Endurance never touched land and became stuck in the ice for months and eventually sank, leaving him and his crew of 27 stranded more than 1200 miles from civilization. They were left drifting on ice floes in the deadly cold with just three rickety lifeboats, and limited provisions. Eventually, they made it to a small island and waited while Shackleton and a hand full of men sailed eight hundred miles over tumultuous seas to get help. Ultimately, everyman survived and was rescued after 2 years. How he did it, are valuable lessons.

Objectives

1. Discover your leadership traits and the changes that can make you even better
2. Develop an action plan to make it happen
3. Strengthen camaraderie as you learn more about your own team and colleagues
4. Identify your team’s obstacles to goal achievement and how to overcome them
5. Practice getting the best from each individual on your team

Highlights

- Learn the ten strategies for leading in stress and crisis
- Sharpen the tools of flexibility, communications, planning, courage, and discipline
- Discover how optimism affects team success under pressure
- Learn the secrets of confidence in yourself and your people
- See the impact of humor and diversions to relieve tensions
- See the power of looking ahead

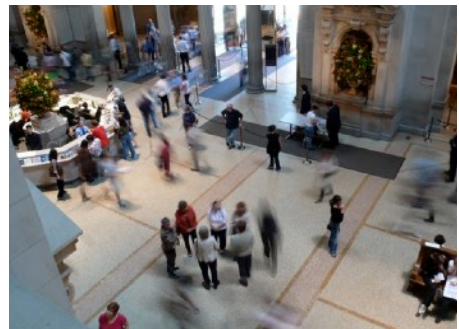
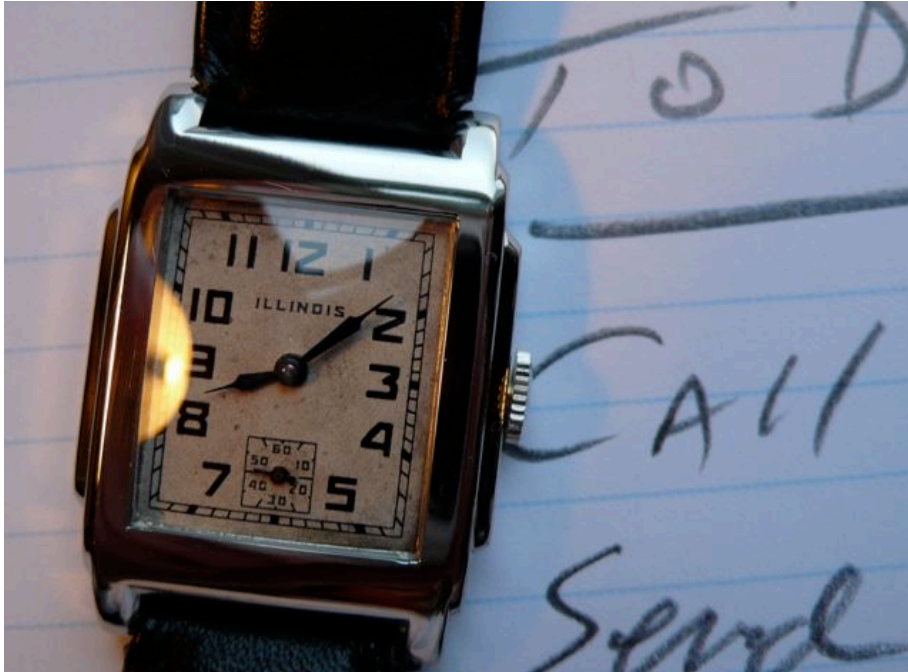
LEADERSHIP DEVELOPMENT
ENDURANCE: THE LEADERSHIP SAGA OF ERNEST SHACKLETON

Participant comments

- **Thank you Dan for presenting the workshop with passion, enthusiasm and knowledge.**
- **I appreciate learning about the value of positive attitude and optimism.**
- **Everyone got out of their comfort zone and got involved and motivated.**
- **Dan has a lot of wisdom to share. Very impressive.**
- **Caused us to think outside the box and work on our personal growth.**
- **This was the best session I've seen in the 10 ½ years I've been with (the company).**
- **Very effective to mix up the groups of people who don't usually work together and use video examples to teach and discover our “most vital.”**
- **I appreciate the opportunity to get my teammate's viewpoint on leadership skills and what I can do better.**
- **The structure from the 10 strategies of leading in a crisis is very valuable. I can a better leader with my team even if are not in crisis. Outstanding!**

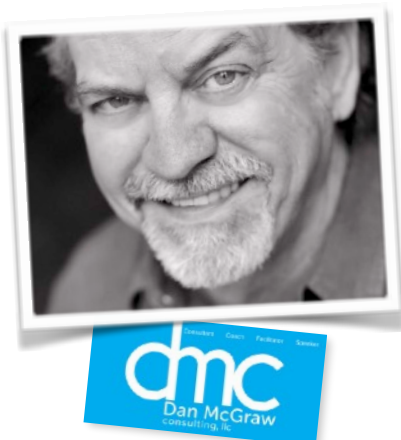
ENERGY MANAGEMENT. IT'S ABOUT TIME

MASTERING TIME IN THE FOUR DIMENSIONS



Dan McGraw Consulting, LLC
 Seattle, Washington
 206.790.1123
dan@danmcgraw.com
www.danmcgraw.com

Called "a master facilitator" by his clients, he is skilled at building strong teams, developing innovative solutions, and insightful analysis. As a motivational speaker, he uses enthusiasm and humor to drive home key concepts and affect change in his audience. As a coach, he brings focus and results to leaders, managers, teams and organizations.



The Workshop

How can we ever get it all done? Developing your plan, coordinating with team members, answering voicemail and email, managing client and internal requests, following up, attending meetings, doing paperwork, walking the job, handling emergencies, scheduling and supervising others, the list goes on and on. 1440 minutes each day. We all have the same allotment, yet some people seem to get so much more done than others. It's all about managing what we can control...and it's not time. Offered as a full day or half day program that's highly interactive and fun.

Objectives

1. Understand our energy sources and their relationship to our productivity.
2. Align our energy to our goals.
3. Handle those things that waste our time.
4. Execute a personal plan for energy/time management.
5. Get good at delegating.
6. Reach a sense of balance between work and other life demands.

Highlights

- The four energy sources of body, emotions, mind and spirit.
- Personal goals and plans for time success.
- Delegation, the key to our management career.
- What works for others.
- *Apollo 13*, the movie facilitates learning.
- The joy of getting things done.

GROWING NEW LEADERS

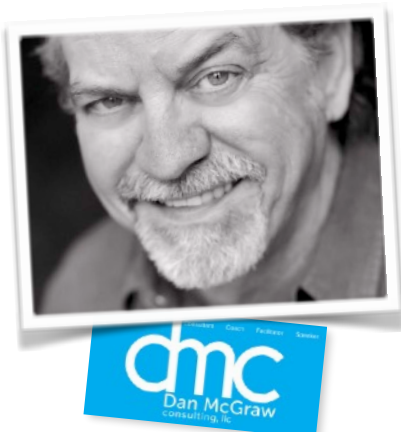
MENTORING: GIVING AND RECEIVING WISDOM



Menti

Dan McGraw Consulting, LLC
 Seattle, Washington
 206.790.1123
dan@danmcgraw.com
www.danmcgraw.com

Called “a master facilitator” by his clients, he is skilled at building strong teams, developing innovative solutions, and insightful analysis. As a motivational speaker, he uses enthusiasm and humor to drive home key concepts and affect change in his audience. As a coach, he brings focus and results to leaders, managers, teams and organizations.



The Program The goal is to develop new leadership faster and better. At the program’s core are the Mentoring Teams; pairs of mentors and protégés. Along with the mentor, each protege’ establishes specific Development goals and the activities needed to reach them. The focus is on the proteges’ skills in the current and future job, their learning needs and leadership attributes. The Mentor Team meets monthly in the formal venue for coaching between Mentor and Protégé. Quarterly, The Web of Wisdom meets as a support network for every team. Each team documents goals, activities, and periodic progress - a proven way to ensure success!

The Steps

- ❑ Program goals
- ❑ Protégés/Mentor Teams
- ❑ Protégé Evaluations
- ❑ Mentor and Protégé Orientation
- ❑ Development Plans
- ❑ Mentoring
- ❑ Mentor Team Checkpoint
- ❑ Quarterly “Wisdom Web”
- ❑ Program assessed, reviewed and adjusted

The Payoff

1. Improved retention
2. Self-sufficient organization
3. Higher skill levels
4. Individuals see the path to their potential
5. Management and coaching skills improve
6. Accountability is real
7. Teams are stronger
8. Trust and loyalty instilled

“I trust that at this point you guide me. In the next moment I trust that you will respect my guidance of you.”

Leadership and Team Building Workshop

Training made personal for **YOUR ORGANIZATION**



Strengthen your organization's teamwork, management and leadership skills. See results!

Focused on your Top Issues such as:

Time Management, Retaining Staff, Planning, Accountability, Execution, Leadership

- Discover how you relate to others and what to do to be more effective
- Clarify goals and ensure organization alignment.
- Develop an effective team.
- Build trust and leadership.
- Manage energy for time's sake
- Know when to manage, coach, mentor or lead.
- Build high morale.
- Use the FOCUS[™] System to run the business.

- Become a Goalmeister[™] and gain commitment.

Tools for learning
Assessment of Individual Behavioral Style.
Feedback on Communication Effectiveness from team members and managers.
Team "Health" Assessment.
Movie clips for team building, development, leadership



and coaching skills. Team Coaching in small groups
Takeaways

Workbook ~ Communication Skills
Feedback ~ DISC Report ~ Team Assessment ~ Mind map for Management Skills ~ Mind map for FOCUS[™] System ~ Action plans for

- Tailored agenda
- Learn from peers
- Proven practices
- Interactive and fun
- Action and follow-up

the individual, team and organization



Telephone 206.790.1123

Please send us an email indicating your interest and the number of participants from your organization to admin@danmcgraw.com. We will call you to discuss your plans and answer your questions. Workshop size is limited to 24. [website: www.danmcgraw.com](http://www.danmcgraw.com)





Dan McGraw Consulting, LLC
Seattle, Washington
206.790.1123
dan@danmcgraw.com
www.danmcgraw.com

Dan McGraw Consulting

What participants say about the workshops

12 O'clock High

- I now know how an organization is transformed from a bad one to a good one by the leader.
- Thanks Dan for this seminar. This is the answer to help us make the next step to success.
- I enjoyed your energy. Thanks for causing me to reexamine vision and goals.
- Dan was connected with the group. Lively and thorough. Highly recommended.
- Amazing!
- Now, I know how to delegate.
- I'm more like Stovall. I now have a plan after watching Savage.
- It was great. I feel empowered to be an excellent leader.

Coaching Skills

- I appreciated Dan's ability to make the class think. Wouldn't "give up". He continued asking until we as a team drilled down to the answer. He "coached" us along!
- The most benefit was in using the movie to demonstrate techniques and concepts and then applying the real world with the role play exercise.
- Learning how to give feedback was the best. Very effective training. Well presented.
- Participation, interaction, visual aids, video, body language and tone. All outstanding.
- The difference between manager and coach was especially eye-opening.
- Dan was able to direct and focus the course to make it relate to everyone.
- He keeps things moving. I appreciate his enthusiasm and energy.

Time Mastery

- I have new insights into identifying priorities and managing to them.
- I'll never forget, "if every things' important, nothing is".
- Great information, powerful insights. Dan is a professional.
- The use of visuals, video, charts and humor. Dan valued everyone's input.
- Time mastery is not about time. Now I get it.
- Delegating insight. Now I'm not afraid anymore.
- Very well done and definitely not boring.

Management workshops

- Dan McGraw is an excellent communicator and a superior trainer.
- Thanks for making it fun, Dan.
- Dan's professionalism was excellent.
- I very much appreciated Dan's interactive and energetic style.
- The best workshop I have ever attended.
- Dan was an excellent facilitator. He kept us on track and pushed us beyond our comfort level. Awesome!
- Dan kept things moving and lent appropriate humor and energy through out.
- All staff stayed engaged for entire day! That's amazing for this team!
- I am really excited to use what I learned in my everyday actions! "Goal setting is a key component to my career success"!! Thank you, what you do is truly inspirational!.

Dan received his BBA in Finance from the University of Texas. and advanced management training at the Harvard School of Business and the Wharton School for Entrepreneurial Studies at the University of Pennsylvania. He has served on several boards of civic, professional and religious organizations. He is a licensed pilot, musician and a Professional Certified Behavioral Analyst.

Representative Clients

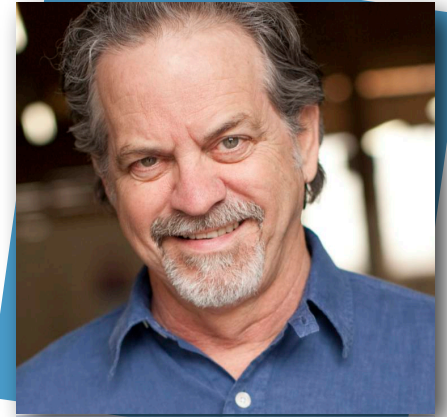
Eka Chemicals
Achen-Gardner Construction
Association of General Contractors WA
Association of General Contractors AZ
Building Industry Assoc. of Washington
Cisco Systems, Inc.
Medallia, Inc
Orion Industries
LSE Engineers
Get Fit Foods
James River Equipment
Local Initiatives Support Corporation
San Francisco
Gold's Gym Franchise Association
Gilbert-Southern Construction Co.
Pacific Surveying
Wilbur-Ellis Company
Hunter Contracting
Hydrogen Advertising
Marriott Hotels & Resorts
Martin Archery
Master Builders Association
Peter Kiewit Construction, Inc.
Seattle Pro Musica
Gold's Gyms
Washington Low Income Housing
Alliance
Universal Land Construction
Mass Electric Power Constructors
Washington State Housing Finance Cm
Webex Communications, Inc
University Presbyterian Church
Western Oregon Waste
Volker Stevin Contracting, LTD



Dan McGraw produces tangible results in productivity, profitability and service levels for his clients. As **Founder of Dan McGraw Consulting, Dan brings 14 years of experience as consultant to management. He served as Director of Consulting for Leriot and Senior Consultant with Management Action Programs and Critical Path Strategies. Seminar and workshop participants consistently rate him in the top 5% and often call the experience "life changing". His consulting activities with clients of all sizes include construction, advertising, technology, public sector, manufacturing, religious, franchising, engineering and process industries.**

His wide-range of experience includes serving as President of an international technology company. Owner of two businesses, served two terms as President of the Advisory Board and is a member of the Gold's Gym Panel of Experts.

At IBM, he consistently exceeded sales goals and on three occasions was the top producer in the United States. As a Branch Manager and Area Manager, his teams broke new ground for IBM in Business Partner Alliances, Revenues and Financing of major purchases. He was a recognized leader in new business sales to both small and large organizations.



Contact Dan at:
(206) 790-1123

dan@danmcgraw.com

Forty-plus years of experience in management, marketing, sales, and new business development. He has owned his own business on two occasions. He served as President and other senior management capacities for large and medium size companies. Called "a master facilitator" by his clients, he is skilled at building strong teams, developing innovative solutions, and insightful analysis. As a motivational speaker, he uses enthusiasm and humor to drive home key concepts and affect change in his audience. As an executive coach, he brings focus and results to leaders, managers, teams and organizations.

Dan McGraw Consulting, LLC
Seattle, WA 98102

206.790.1123
801.761.1123 fx
dan@danmcgraw.com
www.danmcgraw.com