



Training

We build capacity by building your knowledge base.

Caldwell Group helps organizations build in-house expertise through customized training services. Our training solutions are designed to accommodate the professional development needs of all personnel, including:

- ▶ Executives;
- ▶ Managers; and
- ▶ Staff Level Employees.

Our consultants and subject matter experts are highly knowledgeable in all facets of Organizational Development, Nonprofit Management, Funding Strategies, and Human Capital Management. As such, we offer a variety of training options, including:

- ▶ In-House Training
- ▶ Mastermind Groups
- ▶ Workshops
- ▶ Seminars
- ▶ Webinars

To learn more about our customized training solutions, contact us at info@caldwellgroupinc.com.

About Caldwell Group

Caldwell Group is a leading management consulting firm recognized for its innovative approach to transforming organizations. Our team of seasoned consultants and executive coaches help entities grow by crafting and executing sound business management strategies. To that end, our consulting services and coaching programs equip leaders and executive teams with the tools needed to lead, build, and grow their organization.

In doing so, we support the organizational development needs of businesses, nonprofits, and government agencies. Our consultants are proven architects in enhancing organizational structures, operational procedures and human capital management systems that help organizations excel.

With over 20 years of experience, our consultants have been instrumental in helping organizations excel:

- ▶ Leadership
- ▶ Capacity Building
- ▶ Organizational Strategy
- ▶ Organizational Development
- ▶ Human Capital Management

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Connect with Us



CALDWELLGROUP
Organizational and Leadership Development



PROPOSING SOLUTIONS.
PRODUCING RESULTS.

Coaching & Leadership Development

Leadership skills are learned, not inherited.

The executive coaches at Caldwell Group know that effective leadership skills can be developed through a number of avenues, including: experience, grooming, and coaching. Understanding that leaders are built, not born, we tailor our coaching method to each client's specific development needs.

Certified by the internationally acclaimed leadership consultant, John Maxwell, our executive coaches utilize the *Maxwell Coaching System*, a definitive strategy that helps clients realize their leadership potential.

For executives and professionals seeking personal growth, Caldwell Group executes Maxwell's lead-in/lead-out system, which walks clients through an inward-looking process. This approach enables you to execute strategies that help you:

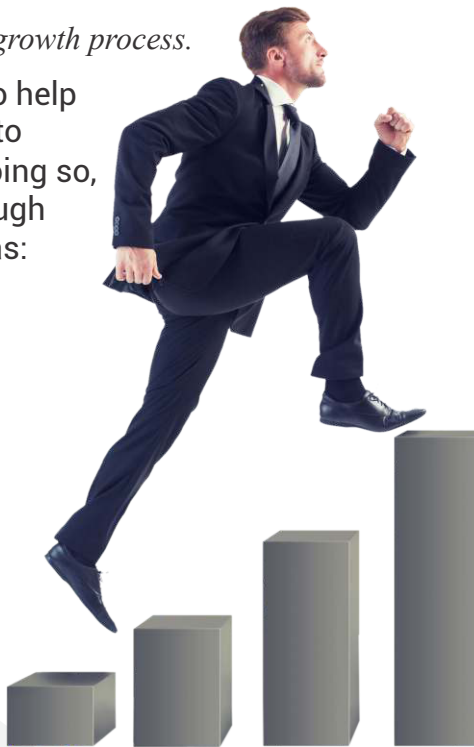
- ▶ Change behavior that hampers your leadership growth
- ▶ Alter your mindset to help build your confidence as a leader
- ▶ Communicate more effectively; and
- ▶ Realize personal, career, and business goals.

Capacity Building

We guide organizations through a growth process.

At Caldwell Group, our goal is to help organizations establish a path to growth and sustainability. In doing so, our consultants guide you through seven critical performance areas:

- ▶ Leadership
- ▶ Strategy
- ▶ Customers
- ▶ Knowledge Management & Performance Measurement
- ▶ Workforce
- ▶ Operations
- ▶ Results



Organizational Development

Our approach is strategic, analytical, and comprehensive.

Caldwell Group serve organizations in their growth process by reviewing and analyzing key components of the organization – from human capital to financial management. Our approach is comprehensive, but strategic, and includes drill-down analytical tactics to assess, evaluate and craft a plan of action that puts the organization on a path to growth.

Our consultants have practical experience in transforming private and public sector organizations. As such, we serve businesses, government agencies and nonprofit organizations in the following areas:

- ▶ Organizational Assessment
- ▶ Human Resources Consulting
- ▶ Structure and Leadership Planning
- ▶ Leadership and Staff Training
- ▶ Financial Management Consulting
- ▶ Organizational Formation

Strategic Planning

Our consultants are collaborative and fully engaged.

Strategic planning is a fundamental management competency and a critical component of the growth process. It is at the core of an organization's ability to achieve its mission, expand its reach, realign internally, or reposition itself in the marketplace.

Understanding the impact of a well-crafted and fully executed strategic plan, our consultants work attentively with growth-seeking organizations to develop and execute:

- ▶ Growth Planning Strategies;
- ▶ Corporate Realignment Processes;
- ▶ New Product, Service, or Program Launches; and
- ▶ Market Expansions.

As such, our consultants collaborate closely and fully engage with executive teams to:

- ▶ Facilitate Strategic Planning Sessions
- ▶ Develop Strategic Plans;
- ▶ Review and Evaluate Strategic Plans
- ▶ Develop Action Plans; and
- ▶ Monitor/Execute Action Plans.

