

Are You Facing These Challenges in Your Organization?

"My organization needs to introduce a major shift in our way of operating. Employees are skeptical of the change and the impact it may have on their jobs. We have attempted to introduce this change on our own but are facing deep resistance from our staff. We are struggling to get the process started."

"The ethnic make up of my team is diverse, and there is limited cooperation. I believe productivity is greatly impacted by the lack of teaming and communication across ethnic groups. Members of the team don't value the differences in each other. I don't think we have the ability to perform effectively under these circumstances. We need help!"

"My team is overworked and morale is starting to suffer. We don't have the right mix of training offerings for the staff's professional development. The lack of training is impacting some employees' ability to advance to the next levels and that's affecting our bottom line."



Why Management Resource Service, Inc?

See our Testimonials

✓ "...an excellent consultant... [the] presentation was very organized ...was extremely knowledgeable of the subject and [the] enthusiasm motivated the audience." *AK, Quality Assurance and Improvement Director, Illinois Department of Human Services, Treatment and Detention*

✓ "...developed and assessed a climate survey and facilitated teambuilding sessions with my managers to develop our initiative...feedback from the ...rollout is quite positive." *TG, Executive Director, Center for Family Services-The Menta Group*

✓ "...helped us unpack the issues [and] identify barriers to action... willing to handle difficult issues and is able to articulate various points of view as she leads." *LMJ, Assistant Superintendent for Curriculum and Instruction, Naperville School District 203*

✓ "...added to the success of my organization through...leadership capabilities, strategic planning strengths...and communication." *JBS, Vice President, Engineering, Lucent Technologies*

MRS Management Resource Services, Inc.
INC
Contact us for a free consultation.

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American Society for Training and Development/Naperville Area Chamber of Commerce
FBE/MBE/SBA 8a Certifications

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Solutions that Work for Leading Team Productivity

Organizational Change
Staff Development Training
Diversity Management
Strategy Development
Meeting Facilitation
Performance Needs Analysis
Interpersonal Skills Assessments
Organizational Culture Audits

***We help build teams
that make
projects succeed!***

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Are Your Work Demands Increasing?

The demands in today's workplace are steadily increasing. More than ever, managers need to focus on meeting business needs effectively and efficiently. Management Resource Services, Inc. can work with you to address issues that impede team productivity by working with issues that impact interpersonal relationships, team dynamics, diversity, organizational change and staff development.

Management Resource Services, Inc. Can Help You

- Attract and keep talented people on the team by providing professional development seminars to develop your people.
- Ensure successful project roll-outs through tactical planning for organizational change.
- Increase trust level and team productivity using team development initiatives customized to fit the dynamics of your team.
- Increase cooperation across diverse populations through self-awareness assessments and sensitivity seminars.
- Minimize discrimination law suits by implementing diversity programs that promote acceptance and valuing differences.
- Conduct climate surveys to understand the pulse of the organization.
- Resolve lingering issues blocking the team through meeting facilitation and applying problem identification strategies.

Solutions Customized to Fit Your Organization

Team Development and Project Development Process

This process enables you to implement a major change in the current operations of your organization while strengthening team relationships. We help you communicate the scope of the change along with the imperatives dictating the need for the change. We identify the critical issues impacting employees and the organization during this transition and help address them in a constructive manner. A structured Baldrige-based approach is used in the planning phase to define and gain alignment around the mission, vision and goals and to develop a detail implementation plan.

Staff Development Training

Our customized seminars focus on building and enhancing professional development and leadership skills. The seminars focus on skills for improving communication, interpersonal relationships, team work, leadership and diversity. Employees learn core skills to help them take accountability for their own performance and professional growth.

Diversity Management Initiative

Our Diversity Initiative enables your organization to manage your diverse team more effectively and make workplace diversity a powerful asset to the organization. The program consists of sensitivity training, diversity and cultural assessments, and a series of planning sessions with key representatives from all ethnic groups and members of your management team. The program will engage all team members to understand, appreciate and capitalize on the differences of the team and measure its effectiveness over time.

When Expertise Counts

We are a team management consulting and training firm specializing in Organizational Change, Staff Development Training and Diversity Management. Our expertise is based on direct experience and knowledge in leading and managing organizational teams. We know how to assess issues, develop strategies and put in place measurable programs that instill accountability. The firm's philosophy is to help teams get along better through strengthening interpersonal relationships and team dynamics.

Gwen Onatolu is the President and Managing Director of Management Resource Services, Inc. Gwen's corporate experience comprised of over 20 years at AT&T, AT&T Bell Laboratories and Lucent Technologies.



She held numerous positions in training, product management, long-range planning and engineering. As a technical manager, project team leader and diversity chairperson, she worked with defining visions, strategy development, project workplans and assessing and leading diversity initiatives. She holds a Masters in Business Administration and has consulted across numerous industries.

Facts to Know About Us:

- Over 20 years of Fortune 500 corporate management experience
- Experienced in project leadership and management
- Championed Diversity Management Initiatives
- Certified instructors
- Trained facilitators in problem identification and issue resolution
- Strategic alliances with industry experts