

We develop **leaders** with the
focus and skills to **empower**
others and deliver results.



Who is Shamrock?

- ☘ Leadership professionals dedicated to maximizing leadership effectiveness
- ☘ Long-term partners committed to delivering results and ROI
- ☘ Opponents of the status quo, the #1 enemy of progress

How we are different:

Fact Based

Benchmark data collected from
40,000 managers at 2,000 businesses

Behavioral Focus

Focus on assessing individuals
and modifying actions/behaviors

Follow-Through

Long-term commitment beyond
implementation

Effective Process

Proven methods that deliver
tangible results and ROI

Success Rate

Overwhelmingly satisfied
client base

Experience

26 years

Client Profile:



- Mid-size to Fortune 500 companies
- Understands the value of effective leaders
- Understands the cost of under-performing leaders
- Willing to challenge the status quo
- Accepts the limitations of self-assessment
- Believes in their leaders and their capacity to evolve and improve

Services:

Articulate
Leadership Vision



Conduct
Customized Seminars



Group & Individual
Assessments



Improve Talent
Acquisition & Staffing



One-to-One
Coaching



Improve Meeting
Effectiveness



Process - Step 1:



Observe & Assess

- Observe leaders and how they interact/communicate with others
- Identify existing strengths and gaps
- Observe how teams interact with leaders

Process - Step 1:



Observe & Assess

- Objectivity defined: Conclusions based on observable phenomena and uninfluenced by emotions or personal prejudices
- Shamrock is an objective 3rd party. We focus on getting leaders to open up and provide candid, honest feedback.

Process - Step 2:



Shaping Vision

- Conduct seminars & workshops to help leaders define and articulate their vision for leadership
- Discuss how to align leadership vision with business objectives
- Explore the new definition of the leader's role in the company
- Apply new skills to their daily routine
- Seminar style is engaging, challenging

Process - Step 3:



Coaching

- One-on-one discussions with leaders to evaluate their perspective and discuss observations from the assessment & seminars
- Share insights from the assessment to help modify the leader's perspective
- Use reflection as a tool to assist in the transition to a focused, effective leader

After Process:



Follow Up

- Ongoing support to reinforce leadership best-practices
- Ensure leadership vision is aligned with business objectives
- Explore additional behavior modification techniques
- Review with senior management

Results:

- ☘ Leaders with a concise vision of how to **empower others** and achieve business objectives
- ☘ Improved **decision making** speed and accuracy
- ☘ Flexibility to **adapt** quickly
- ☘ A clear, well-defined **leadership vision**
- ☘ Improved **communication** and behavior that **enhances organizational culture**

Feedback:

"The coaching I received from John was incredibly valuable. It provided a simple, easily understood process to shift my thinking on key issues and change how I approach project discussions and business decisions."

- Scott Hemink, Director R&D- General Mills

"My experience with Shamrock Consultants has been nothing short of phenomenal."

- Glenn Griegl, Manager,
Kraft Foods

"The asset management approach is amazing."

- Steve Kottakis, VP, L'Oreal

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