



TeamFocus

Team Focus helps organizations who value their employees uncover untapped potential of their greatest asset; their people. With over 40 years of combined leadership, team development and behavioral-based safety training experience, we partner with organizations to build fully engaged teams that collaborate, communicate and innovate resulting in increased productivity and a safer work environment.

Our programs are customized to your company's needs and we partner with our clients throughout the entire process. By incorporating a holistic learning approach known as Accelerative Learning and our unique accountability process, participants are kept highly engaged, retain more and execute on desired objectives. Evidence has shown that when we address beliefs and behaviors, team members no longer merely comply out of necessity, but rather out of true conviction and belief. Furthermore, companies who choose our behavioral-based safety consulting and training programs experience decreased incident rates resulting in increased morale, less time lost and decreased litigation.

www.teamfocusinc.com | contactteam@teamfocusinc.com | 817.688.5550

COMPANY CERTIFICATIONS AND ACHIEVEMENTS

- John Maxwell Certified Speaker, Trainer and Coach
- Venture Therapeutics Certified Experiential Education and Facilitation
- Group Dynamics Facilitation Certification
- Previously certified in Mediation
- Certified as Second Responder for the City of North Richland Hills
- Facilitated a program for North America that resulted in more than an 800% ROI. The program was expanded globally in 2016 and has since been facilitated around the world. 94% of project managers attending consultative sessions experienced project margin growth, 91% improved project cash flow, and 90% increased project revenues. Increased change requests and add-on sales by 100% equating to a \$41.7M increase in revenue
- Developed and deployed marketing support and sales training tools and coached teams on how to effectively utilize these new tools resulting in \$90M in revenue, an improvement of 7% annually
- Implemented process changes and coached teams resulting in a 328% increase in new clients after one year; continued to increase acquisition rates averaging 15%+ YOY
- Recipient of 2 awards for developing new client acquisition and retention programs and for providing hands-on training and tactical support resulting in a 23% increase in new sales
- Client awarded a \$10,000 matching contribution to a nonprofit of Team Focus's choice due to immediate ROI seen from a more cohesive workforce



EXPERIENCE: TRAINING, COACHING, FACILITATION

1986 - 1990

Harmony Family Services

- Developed the first anti-drug and alcohol program for the City of Abilene (first in the State of Texas)

1992-2001

Tarrant County MHMR

- Developed and facilitated numerous training and coaching programs resulting in increased retention, productivity and employee satisfaction

1997-2005

AMR Corporation

- Designed and implemented education and development solutions utilizing Accelerative Learning methodologies to maximize talent and performance
- Explored and addressed underlying client training needs, consulted on development of new services, and facilitated global training while evaluating the impact of learning programs through defined metrics
- Monitored team performance and provided feedback to ensure achievement of global training objectives

2001-2003

International Ford Group

- Delivered Mutual Respect diversity training to management, non-management and unionized employees

2001

Sabre Airline Solutions

- Facilitated team development workshops to data and analytics teams

2001

Hurst Police Department

- Delivered stress management and conflict resolution workshops for 911 operators

2002

I3 Mobile

- Development and delivery of team development workshops for leadership teams

2002

Pizza Hut

- Development and delivery of leadership and team development workshops for franchise owners

2002

Abbott Vascular

- Development and delivery of team development workshops for sales professionals

2002

Amylin Pharmaceuticals

- Development and delivery of team development workshops for sales professionals

2003

Skyward

- Development and delivery of leadership and team development workshops for IT professionals

2003

Texas Young Lawyer's Association

- Development and delivery of team challenge course and team building activities

2003

Ajilon

- Development and delivery of team workshops for staffing professionals

2003

YMCA

- Team development through experiential training and challenge courses

2003

Young Presidents Organization

- Team development through experiential training and challenge courses for Chief Executive Officers

- 2004** **BNSF Railway**
- Conducted a needs assessment, curriculum development and delivery of training for leadership teams
- 2004** **US Probation Department**
- Facilitated company offsite retreat focusing on building cohesive teams
- 2005-2008** **Akzo Nobel Coatings**
- Developed and delivered a North American commercial vehicle training course that became a global standard
- 2005** **Xerox Capital Services**
- Developed and delivered customer service training for all employees based out of Lewisville, Texas
- 2006** **Super Suppers**
- Developed and delivered workshop training sessions for new franchise owners and developed a train-the-trainer program for them to train internally
- 2007** **United States Postal Service**
- Developed and delivered a training workshop on team and leadership development
- 2008-2010** **Nokia**
- Developed and delivered a corporate training program on handling conflict resolution. Workshop involved simulations focused on international company acquisitions and hostile work environments
- 2008-2012** **Tarrant County College District**
- Taught classes to undergraduate students on sales and marketing topics
- 2009-2014** **First Command Financial Services**
- Coached sales and marketing teams across the US, Canada, Guam and Europe
- 2010** **General Electric Company**
- Developed and delivered training programs on the principles out of the book *Crucial Conversations* improving conflict resolution skills
- 2011-2012** **American Airlines**
- Developed and facilitated multiple leadership and team development workshops on goal setting and communication skills and provided coaching to company leadership
- 2012-2016** **Intertek**
- Administered pre-workshop qualitative research sessions and facilitated behavioral-Based Safety training for Pioneer Oil and Gas, Chevron and Chesapeake Energy
- 2012-2013** **STMicroelectronics**
- Assessed team's needs, developed curriculum on leadership and communication skills to break down silos and facilitated workshops
 - Implemented a goal development and accountability process resulting in an improvement across all business and financial parameters
- 2013-2014** **Murco**
- Developed their mission and vision statements, job descriptions for key roles and an accountability process for goal attainment
- 2014** **Gateway Church**
- Led staff retreat on trust, team cohesion and communication skills

2015-2016

Cigna

- Developed regional programs and provided hands-on support and training contributing to territory earnings of \$149 million and \$2.25 billion in annual revenue

2015-Present

Ericsson

- Facilitate marketing and business development sessions and coach project management professionals on techniques to increase profitability as a result of increased customer acquisition and retention, branding, maximization of margins, and management of cash flow. Workshop involves gamification and simulations
- Program was featured in a global publication by the Project Management Institute highlighting the impact employee development has on decreasing attrition rates

2017-Present

Creative Testing Solutions

- Provide coaching to executive leadership teams. Evaluate team's needs, develop curriculum on leadership and communication skills and facilitate workshops. Implementation of a goal development and accountability process

Ongoing

Various Schools and Churches

- Facilitate staff retreats and training workshops for leadership and team development

ABOUT TEAM FOCUS, INC.

Vision

Building Effective Leaders and Cohesive Teams. Creating Endless Possibilities!

Mission

Helping organizations that value their employees uncover untapped potential of their greatest asset- their people. We partner to build fully engaged leaders and teams that collaborate, communicate and innovate resulting in increased creativity and productivity.

Belief

There is no great asset to any organization than its people.

Over the years, we have realized that most organizations deal with the same problems. Most are not utilizing their greatest asset- their people! All people have the same basic needs:

1. To be valued
2. To have clear direction and accountability
3. To be a part of a culture that fosters trust, communication and creativity.

When all 3 of these simple truths are functioning in a healthy way, both job satisfaction and productivity increases.

Our objective is to partner with you and help you reach your safety goals. If you are interested in being innovative and team-oriented while growing your bottom line, we are the right choice for you.



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