

Who we are

Preiser Consultants, LLC specializes in developing individual competencies and organizational strategies to help leaders and their teams overcome impediments to performance objectives.

We use evidence-based tools to improve work productivity, teamwork, and communication and show you how to maximize the use of real-time feedback to improve daily performance.

Contact us

Discover how our programs will significantly improve bottom-line productivity and boost the morale of your clients. Request your Free Consultation today.

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3P Consulting System *Client Management*



PREISER CONSULTANTS™

Developing *Smarter* Leaders, Teams, and Organizations



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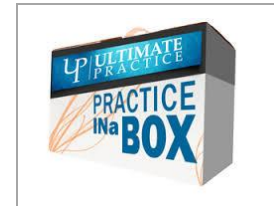
3P Consultant Resources

12-Week LIVE Training Program



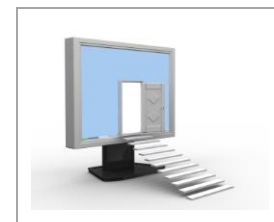
Live weekly training with Principal and Founder of the **3P Consulting System**, Randall Preiser. As an engaging, experiential strategist, executive coach, and facilitator, Mr. Preiser radiates energy and quickly builds trusting rapport with individuals and training groups of all sizes.

Turn Key Professional Practice System



Includes a personalized online portal with all tools, assessments, surveys, and training materials. Templates and guidelines for building or strengthening your brand identity, website, and social media presence in addition to extensive online marketing education and support.

Access to Members' Only Groups and Libraries



To accelerate your business growth, you also get exclusive access to sample proposals, contracts, case studies, and a host of ready to use templates so that you can spend your valuable time teaching and coaching rather than reinventing the wheel.

3P Consulting System

Client Management

Special Offer! Join the LIVE training program and get the entire Organization Development Professional Practice System in a box!

- The **3P Consulting System**
- 12 Week LIVE Coaching/Training
- Exclusive Members Area
- Full Document and Tools Library
- Marketing Templates
- Private Facebook Coaching Group

Get Established with a 12 Week LIVE Training Program and Complete Professional Practice System!

Special Bonus Package for Qualified Enrollees:

- 4 Imperatives audiobook by Stephen Covey
- 200+ page “Team Games” guidebook
- 2 extra DiSC Workplace Profiles
- Corporate Retreat Template
- Two 1:1 private coaching sessions
- Affiliate opportunities with Preiser Consultants, LLC

Learning Objectives



Objective 1

Explain the **3P Consulting System** and client management process consistently, conversationally, and with confidence.



Objective 2

Demonstrate proficiency in the **3P Consulting System** by securing a new client during the 12-week live training program.



Objective 3

Role-play working knowledge of the evidence-based 3P tools and the skills to administer same.

It's a New Era

What do organizations need?

The global workforce training industry is at \$306 billion annually. As college education has become more accessible, it's no longer a differentiator in the workplace. What's more, with the rate of new information increasing exponentially, a degree from even the most prestigious university is outdated upon graduation.

As a result, organization development and executive coaching is experiencing a boom. The growth of executive consulting alone is at 83% and organizational coaching is \$11 billion a year in the US, growing at \$8 billion a year. Personal executive coaching has been rated as the second fastest growing industry on the planet.

“Every two days, we create as much information as we did from the dawn of civilization up until 2003...”

–Google CEO Eric Schmidt in 2010

Competencies for today's knowledge worker

Despite this tremendous growth, there's more to understand. Select practices like ours and a handful of highly evolved organizations have figured out that more training, more information, and even more technology isn't yielding the desired results in their organization.

Traditional lectures, workshops, online courses, and other solely cognitive activities aren't helping workers who are already dealing with information overload.

Organizations in every sector face increased scrutiny on the bottom line, constant pressure to increase productivity and efficiency, and a shrinking workforce due to the (often faulty) assumption that technology has justified staffing cuts.

Yes, there are training dollars. And the time has come for the training and development industry to respond with better solutions; solutions that address the real need of today's leaders.

Organizations need employees who can navigate in chaos, complexity, volatility, and uncertainty.

One way the **3P Consulting System** helps organizations do just this is to help its clients manage stress more effectively. When this happens, it allows for behavioral changes that promote new thinking—thinking that enables them to readily grasp and exercise the qualities the organization values and needs to thrive. It results in cohesive high performance not unlike a flock of birds or school of fish who work in concert as one body to achieve extraordinary results using:

- Insight
- Confidence
- Creativity
- Trust
- Collaboration
- Resilience
- Intuition
- Adaptability
- Agility
- Emotional Intelligence

Today's organizations require new competencies and new thinking to succeed.

Embracing Disruption

It's all around us

Uber is a software company; they don't own any cars, yet they're the largest taxi service in the world.

Airbnb, Inc. doesn't own any property, but they're the biggest hotel company in the world.

For nearly 20 years now, nearly half of all Americans file their taxes from home with the aid of TurboTax software.

All these examples—and many more—share something similar in their origin. They are a 'twist' on something that already existed. Taxis, hotels, and taxes as well as how we navigated each were all around well before these small start-ups and now billion-dollar businesses appeared on the scene. When they did, however, they "disrupted" the old way of doing business.

Disruption examples are everywhere. Driverless cars, solar production, Bitcoin, 3-D printing, etc.

The 3P Consulting System is a disruption in organizational training and development.

The case for disruptive thinking

What is the appeal of disruption? Why do some ideas take off and others fall flat? At the core of disruption is innovation. Trying something that's never been done before. What makes all good ideas take off is *need*.

The need for Uber? Cheaper, faster, more convenient car service.

The need for Airbnb? Cheaper, more affordable, more adventure, more convenient lodging.

The need for TurboTax? Cheaper, easier to understand, less invasive tax process.

Remember the need that organizations have?

Organizations need employees who can navigate in chaos, complexity, volatility, and uncertainty.

Because 3P Consulting is a disruptive approach, your new client may not be able to express this need until you explain it to them and they have experienced the difference first-hand.



REFLECT: How will you explain disruption as it relates to organizational development to your next client?

Transformational Change

Realization vs. cognitive understanding

Transformation is a big goal, but it most certainly is achievable.

It's achievable when you, as a coach and facilitator of organizational development, help your clients move beyond a cognitive understanding of concepts, techniques, and best practices toward clear thinking and realization using the **3P Consulting System**.

This happens in a variety of interactions, but primarily through your coaching conversations where you introduce the understanding that the experience we have is created by the way we think rather than external conditions creating our thoughts. We refer to this as the inside out paradigm.

Through practice and reinforcement and groupwork, your goal as coach is to develop and stretch the organization to become self-sustaining as it learns to monitor and self-correct with the tools and resources you provide.



What does a healthy organization look like?

A healthy organization is continuously learning and customer centric. They are innovative, disruptive, and benefit from happy customers and happy employees. High levels of trust form the basis for strong synergy and fulfilling teamwork. Quality products and services are hallmark.

All Transformation Begins with a Decision

Once an organization has committed itself to getting to the next level, the decision to enlist an expert to guide them has already been made.

The 3P Consulting System helps organizations achieve new levels of success through innovative thinking and the creation of disruptive products, services, systems, and processes.

As a consultant and coach, you are given the authority of the organization's top leadership to help them stretch and grow. This positional power, earned through the knowledge, experience, and expertise you bring, allows you to coach individuals to new heights of personal performance, facilitate transformative culture, instill new, dynamic organizational norms, and introduce the inside-out paradigm that will free the organization of destructive decision making patterns.

Your role as an influencer in the organization during this time cannot be overstated. You will have access to sensitive and highly confidential information that will enable you to learn about the organization's business operations through confidential anonymous interviews and surveys.

One tool we use to assess an organization is the **Organizational Success Indicator** which depicts the attributes of both successful and unsuccessful organizations.

3P Consulting System

● Step 1 ●

Generate an inbound inquiry

While we have established there is a need for and a willingness to invest in training and development in organizations of all sizes across all sectors, the organizational training and development field remains relatively dense and unregulated.

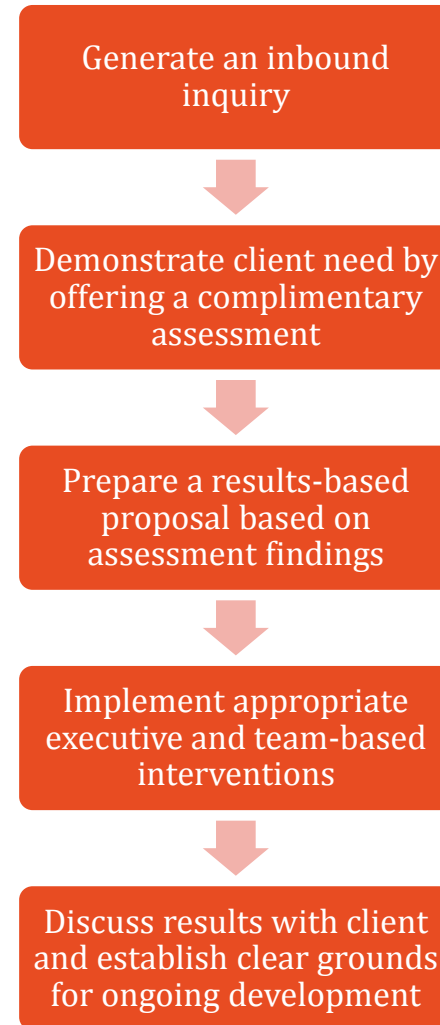
The 3P Consulting System includes a 5-step client management framework, proprietary tools, and a rich library of marketing and media support services.

In brief, it is comprised of a **mindset**, **toolset**, and **skillset** that allows you as a consultant, coach, and facilitator to identify, assess, and offer solutions for organizations of all sizes in every sector.

Regardless of whether the organization produces products or provides a service, the **3P Consulting System** is designed to help improve the types of competencies needed in today's workforce.

The focus of the system, regardless of position or title, is on developing higher levels of social and emotional intelligence that results in more agile, more responsive, more resilient, and more collaborative work teams.

3P Consulting System Step-by-Step



3P Consulting System

● Step 2 ●

Complimentary Assessment

Your instincts and experience may allow you to diagnose and determine the cause of an organization's problems quite rapidly. That's not uncommon among organizational development practitioners. Frankly, the root of most problems can usually be traced to one or more four core issues:

1. Lack of clear purpose or vision
2. Misaligned systems and processes
3. Low engagement
4. Low trust

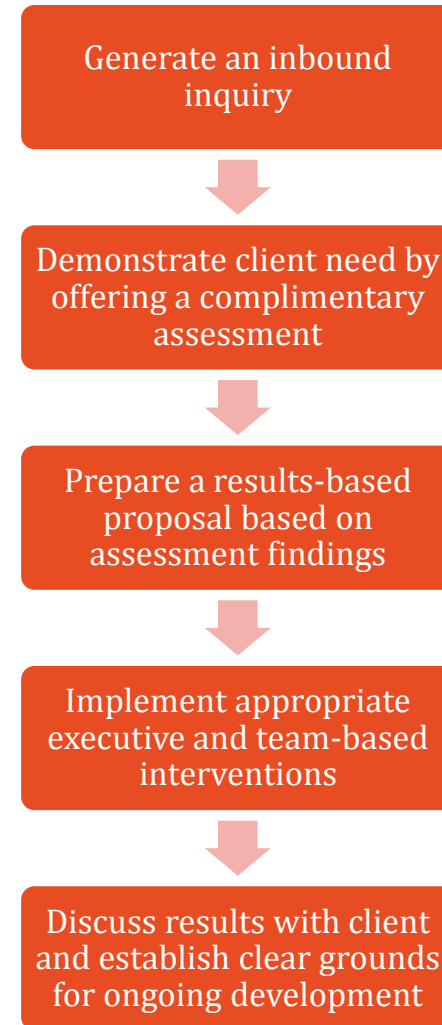
Although it may be easy to spot the symptoms of core problems, equipping the organization to repair itself and learn is your work. Because it is so transformative in nature, however, it's also tremendously satisfying and fulfilling work.

Organizational Assessment

Using a validated instrument that captures objective, client reported information is used at this stage for several reasons, but primarily because it is repeatable, non-biased, quick to administer, and provides a wealth of opportunities for in-depth examination.

A complimentary assessment is completed online at the client's convenience. Results are analyzed electronically, evaluated, and a copy is sent to both coach and client. When results are discussed, it's common for clients to see how people in the organization are looking at things differently. Frequently, they begin to realize the impact this may be having on operations.

3P Consulting System Step-by-Step



3P Consulting System

● Step 3 ●

Assessment findings and proposal

Proposals are a confirmation of what you and your client have already discussed and agreed upon. Before developing and presenting a proposal, you should have a clear understanding of:

- What type of program is the organization is interested in?
- How do they want it delivered?
- How much of their training budget are they ready to invest?
- How will program success be measured?

The 3P Consulting System allows you to select from several results-based, validated assessments and intervention tools for your client.

Core elements of the **Mindset** include:

- The Principles of Clarity (the Inside-out paradigm)
- The 4 Imperatives of a Healthy Organization: Clear Objectives, Talent, Trust, Systems/Processes
- The 5 Behaviors of Success: Trust, Constructive Conflict, Accountability, Commitment, Results

The foundational **Skillset** for organizational development specialists includes:

- Strong facilitation skills
- Ability to coach both the inside-out and the outside-in paradigm
- Training and teaching of adult learners
- Analysis, interpretation, and explanation of assessment findings

Continuous Learning is Key

Individual development occurs through 1:1 coaching and group facilitation via experiential learning.

During experiential group leaning sessions, everyone has a voice (not a vote) and provides input. We stress that all perspectives are welcome and important; all participants can lead at various times. This adult learning principle accelerates and amplifies emotional intelligence and fosters realizations.

In addition to assisting the client identify:

- Clear mission and vision
- Measurable key performance indicators (KPIs)
- Accessible, graphic dashboard of KPIs
- Agreed-upon objectives and action plans

Select fundamentals of the 3P Consulting System **Toolset** include:

Tool	Assessment	Training
DiSC Workstyle Preference	✓	✓
Motivation Index	✓	
Emotional Intelligence	✓	✓
360° Leader Multi-Rater	✓	
Leader as Coach		✓
5 Behaviors of a Healthy Org		✓

3P Consulting System

● Step 4 ●

Executive and team-based interventions

As you help your clients move beyond a cognitive understanding of concepts, techniques, and best practices toward clear thinking and personal insight, the **3P Consulting System** makes use of numerous evidence-based tools and practices.

To help clients understand different work styles, we use the DiSC type indicator. This raises awareness about personal work style preferences and the work style preferences of others. This can also be useful to discuss motivation, diversity, and teamwork.

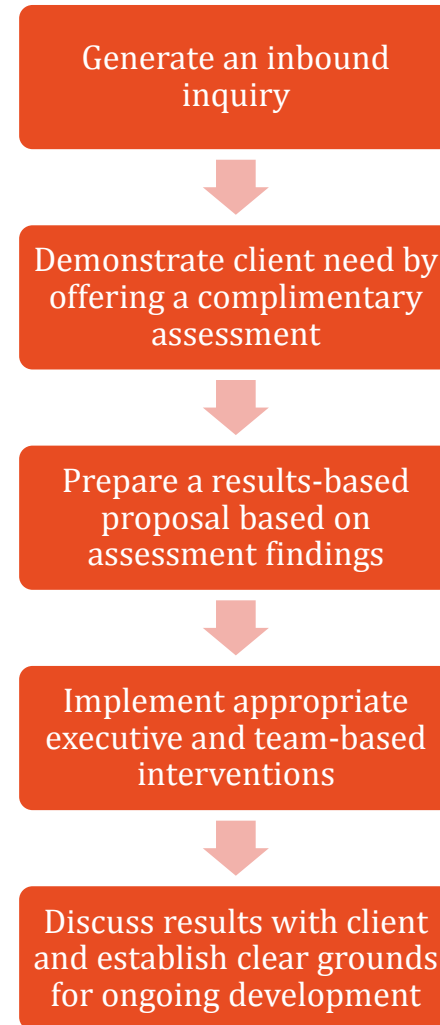
As it relates to personal development, we administer an emotional intelligence (EQ) assessment. Research shows that as EQ scores in an organization are positively correlated with successful outcomes and self-reported well-being indices. EQ coaching is a valuable complement to any organizational learning engagement.

We also have tools to help clients establish and visually track metrics and key performance indicators (KPIs). To secure buy-in, we work with clients to create a Strategic Integrated Operational Plan of action (SIOP).

A SIOP is a functional flow diagram outlining where the organization is now and how it intends to reach its milestone events, time, budget, and human resource goals.

The **3P Consulting System** metrics of learning are based on the Kirkpatrick Model. Depending on which level the client is interested in affecting will help determine the program intervention and extent of the engagement.

3P Consulting System Step-by-Step



3P Consulting System

● Step 5 ●

Deepening the understanding

In addition to continuing your work with the client, this step of the **3P Consulting System** is critical to your growing business.

The coach is extremely powerful; the organization empowers an outsider to do what it cannot do for itself on the inside.

Documenting Results

As an OD professional, you know that quality improvement is a cyclical process. Every engagement with every client is an opportunity to add to your body of knowledge, improve your own performance, and make improvements in your practice. Just as you report results for your client, be sure to do the same internal after action review for your own growth and development.

Case Study

Whether or not you intend to publish your client's results, it is wise to capture your case study outcomes for future reference and referral, if necessary.

Testimonials and Referrals

The best time to request a testimonial and referral is when the experience is fresh in the mind of your client. Also, remember to invite all the primary participants to contribute as appropriate.

3P Consulting System Step-by-Step

