

Create the Best Workplace and Accelerate Growth

THE CHALLENGE

A global sales and marketing organization needed to improve employee engagement, build stronger collaboration, foster a coaching culture, and create the most-admired workplace. Aviv Consulting was brought in to create a program that would deliver these outcomes.

WHAT WE DID

We designed a three-legged leadership talent program:

1. Teams - “Action Learning” solutions on business issues
2. Personal - Mentoring with experienced executives
3. Organizational - A series of leadership development workshops

RESULTS

The organization experienced dramatic improvement in employee engagement and delivered exemplary business results. Some 96% of participants reported that the program positively contributed to their job satisfaction and engagement, and helped them create a sense of community at work. 98% of participants said the program helped them better understand their strengths and be more strategic about their career development and personal growth. There was significant improvement in the voice-of-the-workforce survey results.

“The Blue Belt experience and journey was undoubtedly the best leadership training I have ever participated in. a great mix of practical techniques provided to engage and grow my team towards results along with a quiet reflective and non-threatening environment. Aviv, you are an incredible leader and wise teacher. I have really enjoyed your insights and knowledge of reaching deeper and remaining true to your values.”

**Catherine O’Donnell, Director
Hewlett-Packard Canada**

“Aviv is a wonderful teacher, coach, and facilitator. Since Blue Belt 1 I have thought everyday about my purpose and how I can better apply it at work. It has had a tangible effect on who I am at work and the results I have been able to achieve. I think it would be a great benefit if everyone at HP ultimately takes this course. Blue Belt 2 has been an exciting and gratifying experience. I’ve learnt how to better communicate which I will certainly apply. The value of the planning exercises cannot be over stated. It has been nothing less than life-altering.”

**Jay Khaira, Manager
Hewlett-Packard Canada**



AVIV SHAHAR'S BIO

Founder of *Aviv Consulting*, Aviv Shahar is an international consultant, coach, author and featured speaker. He has extensive experience coaching executives and helping leaders improve their effectiveness, strategic thinking and collaboration. With clients in the UK, Holland, Germany, Spain, Canada, Mexico, Brazil, Singapore, India and the United States, Aviv's passion is to...

**work with outstanding leaders to
create dramatic new futures for people and organizations.**

For over 25 years, Aviv has specialized in helping executives and managers develop and realize their vision and purpose. Clients that compliment Aviv most often are executives deeply committed to transforming their business, and developing their people, particularly their brightest and most capable managers.

Mr. Shahar, known to many of his clients as The Collaboration and Innovation Catalyst, is a recognized expert in organizational transformation and leadership, strategy, and top talent development. Aviv helps leadership teams cultivate innovation, improve collaboration and develop radical trust and peak performance. His experience in coaching for high-performance in critical operations began as a fighter pilot responsible for training other fighter pilots in the Israeli Air Force.

Aviv Consulting is the preferred provider for private and public organizations committed to improvement, innovation and value creation. Aviv helps executives focus on their most precious resources and talent, and develop a purpose-inspired and contribution-based organization. His clients include leaders from Hewlett Packard, Procter & Gamble, Northrop Grumman Corporation, Xerox, Emeritus Assisted Living, Honeywell, Cisco Systems, Frito-Lay Inc., Kellogg's, WebEx Communications, Berkeley National Labs, Potlatch Corporation, Marvell, The Rockefeller University, the US Department of Interior and the US Department of Defense.

Aviv's articles have been published by the Pfeiffer Annuals, The AMA Best of the Best, T+D, and The Futurist. Aviv created the "Blue Belt" top-talent development programs and the acclaimed "Emerald Keys to Success." Aviv is a Member in The Million Dollar Consultant® Hall of Fame.

VISION AND MISSION

Our mission is to help outstanding leaders create dramatic new futures for people and organizations. We are passionate about sharing our ability to elicit exponentially bigger visions of your future than you had imagined, and helping you grow, develop and achieve the personal and organizational goals necessary to make it a reality.

Our vision is realized when the teams we work with are able to: create a radical level of trust, unify around an expansive vision, generate new opportunities, and unlock their creative and innovative powers to actualize their goals.

The first breakthrough in leadership is inside you, in your capacity to reframe your situation, create opportunities and lead from strength. Coaching and consulting with you throughout this developmental journey is our mastery and life's work.