

## Develop Shared Vision, Alignment and Priorities

### THE CHALLENGE

The Chief Learning Officer of a Fortune 50 company approached Aviv Consulting to design and deliver a leadership retreat for the senior learning and development team. The objective was to foster shared vision, create alignment and catalyze best practices, and deliver significant savings.

### WHAT WE DID

We designed and delivered a leadership retreat and facilitated a series of crucial conversations to help the team overcome conflicts and coalesce on strategy, best practices, priorities and methods.

### RESULTS

The retreat helped the leadership team resolve conflicts and differences, and accelerate the implementation of the roadmap. They were able to deliver significant savings and exceed their business objectives.

“Great job! This seminar enabled my team to build the foundation needed to get to the next level of performance and effectiveness... I used Aviv multiple times while at HP (both as a business manager and then as CLO for the company). He consistently delivered high quality content, which created tremendous value for the company and personally for each individual who participated in his programs (based on their own feedback after these events). Aviv’s work is customized to the needs for each team and situation. He develops unique content and is flexible to ensure the business objectives are achieved. He has been undeniably the most impactful vendor I worked with at HP over my 25 year career.”

**Sam Szteinbaum, Chief Learning Officer  
Hewlett Packard**

“Aviv is the most remarkable consultant / coach I’ve encountered in my business career. In addition to his expertise in team and leadership development, Aviv brings a deep wisdom to his clients. He enables senior leaders the luxury of reflection and influences, inspires, and challenges us to the exercise of level five plus leadership. I know I am a better leader because of Aviv’s impact.”

**Les Berkes, Director, Center for Leadership Excellence  
Hewlett Packard**



## 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.