

Training Minds For Performance Excellence

“Kick-Start Innovation: Creating an environment that inspires new ideas.”

The objective of a Wise Company:

Fortunately there are some creative leaders who have embraced and managed the onrushing changes coming at them exponentially. These transcendent leaders, about 5% of the corporate leadership, are keeping our world progressing. Let's make sure your company is a wise company; let's talk about incentivizing internal innovation so new ideas are generated, developed, restructured and launched. Do you tell your employees it's OK to innovate? Better yet, do you pay them to do so?

How Melissa Luke can help:

1. You will know what the “outperformers” do to develop a workforce that is creative, resilient and adaptable in this complex social media driven era.
2. Your managers will know how to selectively find people determined to learn the corporate culture, people who will infuse creativity into the social environment.
3. Your employees will be empowered to find and implement solutions on their own.
4. Your work environment will be even more stimulating; Gen Y will want to dig in creating a positive impact on retention and satisfaction.

“The Great Wall of the Generational Collide: Strategically utilizing the strengths and personalities of all age groups for maximum profitability.”

The challenge of age diversity:

It is important to understand the diverse population of your employees. Baby boomers, Gen X, and Gen Y all think differently and are motivated by different goals. Different mindsets across generations can be an asset to a company if properly utilized. If a company understands how different generations and personalities are motivated the company can build stronger and more productive teams. Utilizing the different strengths of these personalities will produce happier, more confident employees. Teams will be stronger, more innovative, and more creative.

How Melissa can help:

1. Even your seasoned managers will be better equipped to communicate, motivate, and mentor younger generations.
2. Your company's diverse age groups will better utilize varying strengths to work for the collective goal.
3. Managers will know better why some employees are ineffective at their jobs and they will receive transformational solutions.
4. Know more about how you and Gen-Y need each other. Melissa will help you to decrease your Gen-Y employee turnover and save on training costs.

"Creating a Gen-Flux Environment: Implement a creative mind-set so that people can thrive in modern day organizations."

The challenge of change

We live in a time when companies are rising and falling faster than any other generation, business life, processes, and technology can shift in as little as six months. It is the adaptable, flexible and ever changing company that will thrive. Chaos is inevitable in these times of rapid change; yet chaos does not have to be an obstacle for your company. Generation Flux is a term used to describe those individuals who actually prosper in times of rapid change and chaos. A modern day company needs to promote an open environment that fosters creativity and different styles of leadership. This open approach will give your employees a sense of ownership. Do your employees thrive in chaotic times?

How Melissa can help:

1. Melissa knows about chaos in the business world first-hand having co-founded one of the first online trading floors in the United States. She will demonstrate what the adaptable, creative and agile leader can do to increase revenue and profitability.
2. Melissa will boost your employees' happiness level evidenced by their increased energy level and work to more directly contribute to the success and growth of your organization.
3. Melissa will teach your corporation how to innovate within your organization and how to eradicate job dissatisfaction.

“Training Superior Trainers: A World Class System to bring your top talent from good to great.”

Leaders struggle with making employees happy and with creating an effective corporate culture. This is a daunting task, much like keeping an old AM radio in tune; it takes constant adjustment. Many competent managers running divisions with thousands of employees are not skilled in training the people reporting to them. And they don't often have the truth about their employees' happiness level. The leader is responsible for imparting the vision and the direction of the corporate CEO. But additionally, they are accountable for producing new ideas and products. So how can your leaders be more effective?

How Melissa can help:

1. Melissa will transform your leaders into stronger Leaders. They will better know how to gather followers and to empower their followers to find and implement solutions on their own.
2. Educate your trainers how to heighten learning in the corporate classroom by 30%.
3. Enhance skills through collaboration of peers.
4. Increase knowledge base for top trainers of the most critical fundamentals in today's learning environment.

“The Powerhouse Boost – Prepping your people for higher learning BEFORE training begins.”

The Powerhouse Boost course is designed to precede existing corporate training. Participants will develop a personal growth plan, apply the fundamentals of balancing a career with family, and implement a strategy for premium career satisfaction. Not all employees are ready to effectively apply the skills and talents you hired them for. Some employees are highly distracted in their personal lives, some don't know how to visualize their own success within the corporate structure, and some employees are so turned on that they may burn out quickly. This course will help all employees to identify the critical questions and receive cogent answers to these distractors and be much better prepared for the higher level of learning you require of them. As a bonus, your corporate leaders will

collect data from an independent source that can be used for future corporate development. “The Powerhouse Boost” is a four-hour course (Day 1). Are your employees really ready to go full speed ahead?

How Melissa can help:

1. Your new hires and seasoned employees alike will know how to be truly happier at their jobs, as measured by improved retention rates.
2. Employees at all levels will know how to apply the fundamentals of balancing a career with family – they will be more ready to focus, learn, implement, innovate and create – measured by increased employee interaction during corporate training.
3. This course demonstrates your corporation’s attention to employee satisfaction.
4. Melissa will help employees identify the importance of their career within the organization from an “outsider’s” perspective.

For booking and inquires contact:

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