

Kolbe TeamSuccess[®] Seminar for **COMPANY NAME**

Why Kolbe Corp?

Kolbe Corp gives you the power to build on your team's natural strengths by providing the tools that will:

- Identify individuals' instinctive strengths and abilities
- Ensure the right person is in the right job and/or the right team
- Improve communication and job satisfaction
- Pinpoint areas of stress in the organization and prescribe solutions
- Reduce conflict, strain and tension in the workplace
- Enhance your competitive advantage by capitalizing on people's innate strengths
- Provide the information necessary to predict and maximizing performance
- Improve team synergy to ensure long-term viability
- Maximize your employees' Return on Effort
- Reduce selection costs while increasing your "hit" rate

Kolbe Corp has developed a method for assessing and accessing 12 basic approaches to creative problem solving. Every human being is endowed with a set of creative instincts – the hard-wired part of us that makes us who we are. Understanding these natural attributes helps focus energy on what we do best. Each person contributes four of these natural abilities. The goal is to seek out people who complement each other through different combinations of creative problem solving methods.

Kolbe Corp provides tools to inventory the available and required creative energy on project teams. We coach leaders so they can "better their best" through building and managing teams with the synergy that results from the right fit of differing creative instincts. Our products and services will allow you to shift people and resources to their most effective use as you move through the corporate decision-making cycle.

Kolbe Indexes

Have you ever wondered why two successful people approach the same job differently? Kolbe indexes allow you to discover individuals' striving instincts and the actions they take because of them. Now you can know in advance what actions you can expect from your employees, how they will perform in teams and where they will be most effective in your organization. These instincts are identified through an easy to understand internet-based, 36 question index called the Kolbe ATM index. There are three separate indexes (Kolbe CTM and BTM indexes have 24 questions) that provide the foundation-data for all Kolbe performance forecasting:

- **Kolbe A™ index** --- validates an individual's **natural strengths** and most effective contributions
- **Kolbe B™ index** --- defines the individual's **self-expectations** of job performance
- **Kolbe C™ index** --- defines a manager's **requirements** for a specific job

By comparing the **Kolbe A and B indexes**, employees can discover the sources of *strain* between their innate strengths and their expectations of a job. By comparing the **Kolbe A and C indexes**, employers can forecast an employee's productivity by measuring the *tension* between a person's innate strengths and the requirements for a job.

Improving Team Performance

Once you have discovered your employees' innate abilities, how can you take that information and apply it to successful team building? **Kolbe TeamSuccess® Seminars** are dynamic, full or half day sessions that provide an interactive way to explore the workings of specific teams within your organization. The seminar will:

- Inventory the instinctive talents that make up your actual - not just desired - culture
- Leverage these talents so team members consistently and effectively work together
- Incorporate diagnostic and prescriptive information to accelerate team productivity
- Provide tools to improve communication and clarify commitment levels

A customized set of **Kolbe Organizational Analysis™** and **Leadership™ reports** offer the highly quantifiable diagnostic information you need to maximize the effectiveness of any work group. These reports assess team synergy and effectiveness and identify areas of individual and team stress in the organization. Processed through the **Kolbe WAREwithal®** online software system, prescriptive advice is presented in a series of reports which are given to you for managerial use after the seminar.

A Kolbe Consultant will spend time with the business leader(s) reviewing the Leadership reports and identifying areas needing improvements. This will include identifying challenges with team dynamics and offering prescriptive advice on required action.

COMPONENTS OF PROPOSAL

Kolbe Corp will conduct a half-day Kolbe TeamSuccess session for up to 12 members of **COMPANY NAME** senior management team. This will include the following:

- 1 Kolbe A index for each participant
- 1 Kolbe B index for each participant
- 1 Kolbe C index for each participant
- 1 Natural Advantage™ Tape for each participant
- 1 Talent Tag™ for each participant
- 1 Bottom Lines booklet for each participant
- 1 Hour of consulting
- 6 month KolbeCore® software license

Each participant will receive an 11-page color printout of their Kolbe A and B index results. The Business Leader/Team Leader will receive the comprehensive Kolbe Organizational Analysis, including Kolbe C Index reports, diagnostics and intervention strategies.

The cost of the above package is **\$x,xxx.xx**, plus airfare, ground transportation, lodging and meals.

COMPANY NAME will provide the meeting room facilities for the team building session. The room should be large enough to accommodate the participants comfortably and be equipped with an LCD projector or overhead projector and screen, flip chart, white board and a table in the front of the room big enough to accommodate two participants facing the audience. The audience should be seated in a U-shaped configuration.

Terms of Proposal

1. The signature below indicates acceptance of this proposal. Upon receipt, Kolbe Corp will provide the indexes and schedule the **Kolbe TeamSuccess[®]** seminar.
2. A non-refundable deposit of \$x,xxx.xx due upon receipt and acceptance of this proposal.
3. The balance of the \$x,xxx.xx fee (\$x,xxxx.xx) is due on or before the seminar date.
4. All travel, lodging and meal expenses will be billed separately.
5. All completed indexes along with an organization chart must be received by Kolbe Corp no later than two weeks prior to date of seminar to allow for processing.
6. Materials received after that date will incur a rush fee of 20% of the entire seminar amount.

We look forward to providing the **Kolbe TeamSuccess** Seminar to **COMPANY NAME**.

Accepted on behalf of **COMPANY NAME**

Signature

Printed name and title

Date

Accepted on behalf of **Kolbe Corp**

Signature

Printed name and title

Date