



GLSWORLDWIDE

ReImagine Leadership

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Everyone needs to take ownership and responsibility.

GLS Worldwide was founded on the success story of USS Benfold as chronicled in our best-selling business book It's Your Ship. Under the leadership of Captain Mike Abrashoff, USS Benfold, an underperforming Naval Warship, became the best ship in the Pacific Fleet in 12 months. Mike Abrashoff and George Metanias co-founded our company and combine their leadership experience with research, best practices and the experiences of business leaders to provide practical solutions on how leaders can achieve breakthrough results in organizational performance.

At GLS, our core purpose is to work with and support leaders, as they address leadership, talent and business challenges within their organization.

Our Mission is to challenge leaders to re-imagine their leadership thinking and create new ways to elevate individual, team and organizational performance by:

- Personally Committing to Excellence
- Connecting People to Purpose
- Engaging and Aligning Teams
- Instilling Ownership to Drive Results
- Innovating and Continuously Improving



Mike Abrashoff



George Metanias

Conferences & Events

Planning an executive off-site, retreat, or large-scale conference? Mike Abrashoff has the distinct honor of speaking to organizations all over the globe. His inspiring story of team member engagement, organizational transformation and exceptional leadership has resonated with keynote attendees across all industries.

CAPTAIN ABRASHOFF'S KEYNOTE CHALLENGES YOU TO RE-IMAGINE YOUR LEADERSHIP THINKING:

Performance on the USS Benfold was dreadful, but Captain Abrashoff didn't have the option to hire, fire or promote personnel. What he could do was change the culture to elevate performance – and that's exactly what he did, making his ship the Navy's top performer. Mike made a determined effort to see the ship from the eyes of his crew. Mike's story inspires audiences to realize that if he can overcome significant hurdles in a bureaucratic environment, they too can change their organization and instill a renewed responsibility for results and success.

KEYNOTE TOPICS

Mike Abrashoff is a remarkable storyteller with an uncanny ability to connect with audiences and inspire them to overcome challenges and deliver great results. Mike's best-selling books set the context for his keynote addresses, and we are confident Mike's keynote address will exceed your expectations and be the highlight of your meetings.

IT'S YOUR SHIP

Publications from Fast Company to the Harvard Business Review have heralded the remarkable turnaround of USS Benfold and business schools have made it a case study in organizational success. Mike's book, *It's Your Ship: Management Techniques from the Best Damn Ship in the Navy*, is a best seller with over 850,000 copies in print. In this keynote, the story of how USS Benfold was transformed into the best ship in the Navy rekindles audiences with enthusiasm to make a difference at work. More than that, people take away

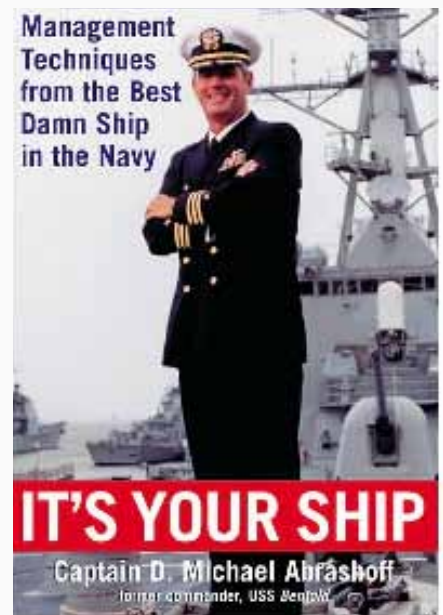
real tools they can put to use right away. Mike's *It's Your Ship* philosophy empowered his crew to take charge and use ingenuity and initiative to improve every aspect of the way things were done.

IT'S OUR SHIP

For organization's that want to take Mike's leadership principles to the next level, Mike addresses the challenges most on the minds of leaders in these challenging times. Collaboration, commitment, cohesion, accountability, engagement, rapid and continual innovation, engaging employees and dealing with generational differences in that workforce – these crucial issues are the ones that that successful leaders need to master. *It's Our Ship* is about creating a high performance culture where everyone takes ownership and responsibility using real lessons from the business world and focus on innovation, accountability and engagement.

THE LEADERSHIP ROADMAP

The focus of our foundational leadership development program is on learning "how" to apply the lessons and best practices modeled in Mike's books. In this keynote, the success story of USS Benfold creates a powerful example of what is possible and the impact leaders can have on results. The lessons learned aboard USS Benfold combined with the best practices that we have found in studying high performance leaders have been distilled into five simple milestones, what we call, "The Leadership Roadmap." The Roadmap is practical and simple at heart, and works because it focuses on how leaders get results, not just what leaders aspire to become.



BREAKOUT SESSIONS

Many of our clients choose to follow Mike's keynote with a breakout session. At GLS, we call them "Take Action" sessions since they are a high energy, interactive, fast paced set of exercises and discussions tailored to the leadership and cultural issues most relevant to a client's organization. These follow-on group meetings are a great opportunity to deepen the learning from Mike's keynote and provide attendees with additional tools and strategies to apply in their work environment. The breakout session is customizable based upon client's **needs and focus**.



Navigating the
path to leadership.

Leadership Development

What are the key components in creating a high performing company? Why do some companies thrive regardless of the economy, while others barely survive? Leadership! With years of practical and consultative experience leading teams and organizations, GLS can provide you with solutions that will elevate your leaders and help you create the right culture and the right results. GLS provides leadership solutions in the following areas:

COACHING

Leaders today are caught in times of unprecedented organizational change and complexity. They are expected to do more with less while proactively developing their abilities and people around them.

At GLS, we believe coaching isn't a last ditch effort to "fix" someone or a focus on life issues. It's about leaders having an impact and producing results. It's about building leadership capacity and improving how a leader functions within your environment. We incorporate stakeholder feedback, align leaders with development objectives and hold them accountable for their development, while measuring progress throughout the engagement. We help you develop effective leaders that will create a positive leadership culture within your organization.

THE LEADERSHIP JOURNEY PROGRAM

The focus of our foundational leadership development program is on learning "how" to apply the lessons and best practices modeled in the book *It's Your Ship*.

The success story of USS Benfold creates a powerful example of what is possible and the impact leaders can have on results. The lessons learned aboard USS Benfold combined with the best practices that we have found in studying high performance leaders have been distilled into five milestones, what we call, "The Leadership Roadmap." The Roadmap is practical and simple at heart, and works because it focuses on how leaders get results, not just what leaders aspire to become. At the center of Benfold's success was a model that Captain Abrashoff used to turn around one of the worst ships in the Pacific Fleet into the best ship in just 12 months.

CUSTOM LEADERSHIP TRAINING

In today's fast-paced business environment, leaders need a broad perspective, vision, and awareness of the trends and developments shaping their organization.

Effective leadership training can help individuals improve and build upon what's currently happening in the organization and increase performance, motivation, and overall effectiveness for the future. GLS' Custom Leadership Training is designed to provide participants with the critical skills needed to enhance future success while impacting bottom-line results.

TRAIN-THE-TRAINER

For organizations seeking cost-effective ways to implement solutions involving large populations of managers and frontline workers, GLS Worldwide certifies on-site client facilitators to teach our content. We will also work with you to customize and adapt the program to your organization's needs.

Client facilitators can become certified in a variety of ways. Our preference is for client facilitators to attend the program live, and then attend the live certification program. Depending upon the specific program, alternatives to live attendance exist. Many of our programs and workshops have been uploaded to our Client Portal and can be viewed as part of your certification process. If a client facilitator chooses to view a program or workshop through our Portal, they must then attend a live certification program or be supported by our virtual coaching program.

Selection & Engagement

How do companies select, engage, and retain the right people? GLS Worldwide can help your organization identify and leverage talent. We believe your employees are the heart and soul of your company. The solutions we offer help leaders to maximize their talent to the fullest.

TALENT SELECTION

Choosing the right person for the job is a lot harder than it sounds. There are many talented people in the world anxious to work for great companies. But talent selection is less about finding the person with the right skills and experience, and more about finding the person with the right attitude and fit for the job.

We believe that in order to select the most talented individual for a particular job, you must select based on both the individual's abilities (skills and experience) and compatibility with the culture of your organization. We place the greatest emphasis on compatibility.

ASSESSMENT-BASED INDIVIDUAL COACHING

Assessments can be key tools in helping to onboard your new employees and developing your existing talent. A key challenge of any new hire is how they will fit into their new role and the culture of the organization. Our three assessment tools are the secret weapon in helping new hires understand their strengths and transition easily into your organization.


The integration of our assessment tools creates an individual Talent Development Profile to help individuals and their managers understand the key strengths that can be leveraged to accelerate execution of individual goals and objectives.

EMPLOYEE ENGAGEMENT

Employee engagement is linked to increased productivity, higher employee retention, and improved customer service and loyalty.

According to a survey of recent studies, highly engaged employees outperform their disengaged counterparts by a whopping 24 percent. At GLS, we believe that employee engagement is a key measurement of an organization's overall success. For instance, Fortune 500 companies in the lowest quartile of profitability have on average, 50 percent fewer engaged employees when compared to those Fortune 500 companies in the top quartile of profitability.

At GLS, we believe that leaders play the crucial role in engaging employees in the success of an organization. If a leader can't unite their employees behind a vision of success, then it is difficult, if not impossible, to convince customers to trust or value the organization or its products.



How clear is your talent strategy?

Team Effectiveness

Highly effective teams simply don't happen. They take time to evolve and mature. They take proper leadership. The importance of teams continues to gain in strength as roles get larger, organizational structures get more complex, and more and more companies become multi-national in scope. In today's corporate environment, the team – not the individual – holds the key to organizational success. At GLS, we believe that teams have the potential to be one of the most powerful drivers of success in organizations and want to help you harness this energy.

HIGH PERFORMANCE TEAMS

A high-performance team surpasses the sum of its parts. Ideally, a team should accomplish that which the individual members cannot. High-performance teams are engaged, compatible, and collaborative. At GLS we believe that leaders play a crucial role in engaging employees and building a successful team.

Research on the effectiveness of teams generally concludes that teams function either very well or very poorly. If teams don't have the time to build trust and explore conflict, they are less likely to be successful. Like so many things, great teams (and great results) develop over time. In other words, your good team of today can become your high-performance team of tomorrow. Leaders must invest the time and manage the need for results with the cultivation of individual and organizational growth.

ASSESSMENT-BASED TEAMBUILDING

Nowadays, it is almost impossible to avoid being a member of team. If you're not on a formal team at work, chances are you function informally within one. So it's important for leaders and their team members to know the strengths and development areas of their teams. In addition to providing significant individual insights, our assessment tools can raise awareness regarding the Style of all members of the team and how they can best leverage their strengths.

After taking our three assessments, team members are individually debriefed regarding their Style and discuss goals for the team building session. With the entire team together, we build a group picture of the decision Styles on the team, implications for team effectiveness, and develop a plan that will positively impact a team's missions and goals. Understanding one another's Style leads to better relationships among team members and more productive functioning.



TEAM SKILL TRAINING

In today's fast-paced business environment, leaders need a broad perspective, vision, and awareness of the trends and developments shaping their organization.

There are many types of teams that exist in organizations. Few, however, function at peak levels. Because effective teamwork can be challenging to achieve, GLS' Team Skill Training focuses on core areas such as developing trust, resolving conflict, instilling accountability, improving communication, execution, and creating high performance teams.

Organizational Performance

High-performing individuals and teams are critical elements for overall organizational performance, but they are not the only ingredients. Division, functional, and company leaders must also be able to create and communicate a clear strategy, lead the changes that successful strategy execution requires, and build a culture that supports the desired vision for the organization.

There is an inherent tension in balancing the attainment of immediate short-term results with the need to look forward to ensure the future growth and success of an organization. At GLS, we help leaders master and manage this tension by offering consulting support in the areas of Strategy, Culture and Change.

STRATEGY

No matter how well planned a business strategy, it can never be successfully executed without the support and understanding of your team. We have found that as the strategy of an organization disseminates through an organization it sometimes loses its focus. Often, employees are not quite clear how their particular area connects to the larger purpose.

Leaders that can clearly articulate their purpose and vision are better positioned for future success. Once your team is clear about the strategy, you must still engage them to attain organizational success. Clarifying the strategy is only half the battle; the other half is engaging them to act on the strategy. Employees that can demonstrate a clear understanding of this winning vision, and their role in achieving the greater goals of the organization, will become engaged in an organizations' future success.

CULTURE

Have you ever heard the phrase "that's not the way we do things around here"?

Every organization has a culture that is unique to that workplace. Culture generally refers to a system of shared beliefs, values and norms that shape behavior. Leadership is a key element in defining and driving workplace culture.

High performance cultures have three very compelling attributes:

- They attract, motivate and retain top talent
- They successfully adapt to changing conditions
- They consistently produce outstanding results

These attributes make it clear that a great culture is the first step



Leaders need a broad perspective

toward employee satisfaction and engagement. Culture informs the strategies you implement and guides any change initiative you embark on within your organization. If you have a great culture, the attributes mentioned above are a part of your ethos and success.

CHANGE

Adapting to change is necessary to survive in today's competitive business marketplace. The best test of how well your organization can execute its strategy is its agility in adapting to changing market conditions, customer requests, and competitive threats. Yet, while the world is changing faster than ever, organizational change can still be a slow process. Resistance, inertia, and confusion can stall transformation efforts and hamper productivity.

In some organizations, leaders attempt to micro-manage and command change in an attempt to accelerate outcomes. This may work in the short-term, but in order to guarantee long-term success you need everyone in your organization to both commit to

The essence of our work with clients? **Results.**

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