



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 War Ship, became the best ship in the Pacific Fleet in less than 18 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, we strive to elevate and transform organizations by challenging leaders to reimagine their leadership thinking and create new ways to advance individual, team and organizational performance. Closely working with leaders, our mission is to be an organization's "trusted partner" by listening aggressively to their needs and accurately assessing leadership, talent and organizational solutions that best achieve and leverage sustainable results.



Mike Abrashoff



George Metanias



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! GLS provides leadership solutions in the following areas:

COACHING

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.

EXECUTIVE DEVELOPMENT

The world of business today demands legendary leadership. Such leadership calls for clarity of core values, thriving executive teams, calculated risks, and the vision to see a future bigger than any one moment or organization.

GLS offers impactful executive development and team building experiences that provide challenge and reflection relevant to your business so you can re-imagine your leadership and teams, and elevate your organizations' culture to know that you can achieve the seemingly impossible.

CUSTOM LEADERSHIP DEVELOPMENT PROGRAMS

At GLS, we believe leadership is the most critical factor in determining your organization's success. But leadership effectiveness cannot happen overnight. Leaders must also continually challenge themselves to "reimagine" their leadership mindset and construct. Leadership is a continuous process of learning, development, and feedback.

The focus of the leadership development program is on learning "how" to apply the lessons and best practices modeled in the book *It's Your Ship*. The lessons learned aboard Benfold combined with the best practices that we have found in studying high performance leaders have been distilled into five simple milestones, which we call, "The Leadership Roadmap – 5 Key Milestones to Effective Leadership."

Talent Strategies

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.

SELECTION

At GLS, we believe in the adage, "Hire for attitude, and train for skills." 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 for the job and your environment. We will help you identify what a winning attitude looks like in your organization so you can leverage the talent of your current employees and make the best decisions about new hires.

ENGAGEMENT

Employee engagement is linked to increased productivity, higher employee retention, and improved customer service and loyalty. At GLS, we believe that employee engagement is a key measurement of an organization's overall success.

GLS teaches leaders how to connect people to purpose, cultivate trust, and leverage talent. We teach the importance of listening aggressively to employees as the important first step to employee engagement. Our Engagement Solutions help you develop:

- High Performance Teams, and
- Workplace of Choice

SUCCESSION

What makes your team or organization successful? Does your success rely on the skills or expertise of a leader? What would happen if a valued leader left your organization? At GLS, we believe that good leaders look to the future of the organization and choose tomorrow's leaders today. We can help your company identify high-performing employees with leadership potential or guide leaders in succession planning.



How clear is your talent strategy?

Organizational Performance

How can your company improve its overall performance?
GLS Worldwide can help your organization strengthen its culture, strategize for the future, manage change, and operationalize excellence.

CULTURE

Every workplace has a unique culture. At its simplest, culture is a way of doing business at a particular workplace. Although a workplace culture may seem intangible, at GLS we believe there is value in identifying what defines culture in your workplace. GLS will help your organization identify its existing culture and help leaders make informed decisions about what they want to promote or change about the existing workplace culture.



STRATEGY

We believe that it is essential that leaders and organizations not overlook the importance of strategy. Strategy is planning for the future while staying engaged in the present. GLS works with leaders to clearly articulate their purpose and vision of success and how to use this vision to strategize for future success. Our Strategy Solutions include:

- Strategic Planning
- Strategy Engagement
- Strategy Execution

CHANGE

At GLS, we pride ourselves on supporting leaders to be change agents. Our consulting and coaching services combined with our leadership development programs help leaders learn to identify and guide needed change at every level of the organization. Although resistance to change is normal, we show leaders how to gradually implement change within your organization. Our Change solutions include:

- Customer Focus
- Organizational Learning
- Agility

OPERATIONS

At GLS, we believe in the importance of establishing consistency, optimizing operations, and standardizing systems, processes, and infrastructure. At GLS we can help your organization assess its existing structure and make design changes in order to improve efficiency. Our assessment process will flesh out the strengths and weaknesses of your existing organizational structure and help identify areas of potential improvement. Our Operations Solutions include:

- Organizational Analysis & Design
- Business Process Improvement
- Team Alignment

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

ACCENTURE • APEX SYSTEMS • ATLANTIC HEALTH BOEING • CENTEX HOMES • COCA COLA • COUNTRY INSURANCE & FINANCIAL SERVICES • DARDEN RESTAURANTS • DELL COMPUTERS • DEPARTMENT OF LABOR • DISNEY • DRUG ENFORCEMENT AGENCY • FBI • FIDELITY • GENENTECH • GENERAL DYNAMICS • GENERAL MILLS • GENERAL MOTORS • GENTIVA HEALTH SERVICES • GEORGIA PACIFIC • HILTON HOTELS • HOME DEPOT • INTEL • JOHN HOPKINS UNIVERSITY • JOHNSON CONTROLS • JP MORGAN CHASE & CO. • KOHL'S • KPMG • LOWES • MERRILL LYNCH • MICROSOFT • MOSAIC • MOTOROLA • NAVAIR • NOKIA • NORTHROP GRUMMAN • NORTHWESTERNMUTUAL•PEPSICO•PETSMART • PPG INDUSTRIES • PRUDENTIAL • RED ROBIN RESTAURANTS • STATE FARM • SUN TRUST • TD WATERHOUSE • THE TRIZETTO GROUP • TOYOTA • TRANSPORTATION SECURITY ADMINISTRATION