

**Helping Individuals and Organizations Build Great Relationships!**

**MARY O'NEILL**

**T R A I N I N G   P R O G R A M S**

The most progressive organizations realize that **extraordinary success** just doesn't happen; it is carefully and thoughtfully created, through a process of envisioning, planning and goal setting. Mary O'Neill's professional development workshops play a vital role in that process, by creating a **dynamic learning environment** and fostering the kind of energy and excitement every individual needs to stay motivated, on track and moving forward.

Each of Mary's **customized training programs** is aimed at expanding the abilities and increasing the overall effectiveness of team members. The goal of each workshop is to empower every participant with tools that will enable them to **increase productivity, build and maintain enthusiasm, get along well with others** and **excel** in their career.

Each program is **designed and developed to fit the unique needs of your organization**, with the ultimate aim of enabling participants to perform at their peak and inspire others to do the same.

**P R O F E S S I O N A L   D E V E L O P M E N T   S E R I E S**

**Maximizing Team Performance**

**Conflict Resolution Workshop**

**Emotional Intelligence and Star Performance**

**Communication Skills for Professionals**

**The Leadership Challenge**

**T R A N S F O R M A T I O N A L   L E A R N I N G**

These **highly interactive, hands-on workshops** all focus on helping individuals and teams identify core competencies and improvement opportunities and focus energies on meeting challenges, achieving goals and becoming star performers. This is accomplished through a process of **awareness building through reflective activities and exercises**, skill building, goal setting, action planning and follow through.

**Mary O'Neill, MA, MFT**

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## CUSTOMIZED TO FIT YOUR NEEDS

Tailored to fit the needs of your organization, Mary's content-rich, upbeat and enlightening programs are designed to **maximize the return on your investment**. Each program can be customized for 1-3 day training sessions or team retreats, **delivered internally or conducted offsite**.

## ASSESSMENTS

Mary also utilizes a variety of personality, behavioral and leadership assessment tools to establish a baseline for individual and group performance, **uncover potential blind spots and increase self-awareness**. These tools **boost core competencies** by identifying areas most in need of improvement and aid in goal setting and action planning.

**Assessments act as a springboard** in enabling every team member to skillfully identify and work through personal and professional issues that can spoil relationships and impede productivity.

**For efficiency**, Mary often utilizes one or more of the following assessments as an integral part of professional development training programs. These tools can **provide extraordinary insights and make powerful differences** in team relationships. Often they explain why some relationships click and why some do not and – most importantly - what can be done to improve interactions among team members.

### Assessments Offered:

- **CPI 260** - for personality and behavior
- **MBTI-Step II** – for personality type and preferences
- **LPI** - Leadership Practices Inventory (360 degree feedback)
- **BarOn EQ-i** – to measure Emotional Intelligence
- **FIRO- B** - Fundamentals of Relationship Orientation Behavior
- **TKI** (Thomas-Kilman Index) - to identify primary styles for conflict resolution
- **DISC** Profile – for communication and conflict resolution styles

### Gain Mastery and Create Long Lasting Change:

An vital part of this process is the establishment of a system for evaluating, monitoring and refining goals, so that **every team member develops accountability, improves consistently and gains long range mastery** of a multitude of skills.