

## SPRING 2011 NEWSLETTER AND UPDATES

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### Culinary Teambuilding Keeps on Cooking

Late '10 and into spring this teambuilding program was successfully delivered for three new clients and one of our oldest clients. This 10-year program gained new life last year after it was profiled in The Dallas Morning News. That, and thanks to the ever-increasing popularity of cooking programs, has led many organizations to give this program a try. When they do, the consistently discover how quickly and intensely they can learn

important lessons in teamwork, leadership, creativity, and process improvement. As one client put it "We learned more in these 4 hours than in the 2-day training class we took last year." And another said "I thought this would be fun but I was wrong. It was fun plus I really learned how important it is to appropriately use creativity and my team to reach our goal." (The person said this after his group successfully used 3 diverse ingredients—parsnips, chicken, and candy corn—into a wonderfully creative meal.)

*If your organization is interested in a culinary teambuilding program, give us a call at 214-801-2708.*



Teamwork  
a la carte



### Nonprofit Leadership Summit Advisory Board (May 26)

Ever since I started this company, I have been lucky to work with some of the finest nonprofit organizations not only in Texas but in the country. Many of them are recognized for their philanthropy, leadership, and commitment to their mission. They include education, religious, arts, and social service organization. Today, nonprofit clients account for nearly 40% of my business! I had not realized this fact until late in 2010 when several of them approached me regarding common needs for further training, development, and networking. Based on conversations with them, I believe there is a need for such a program. To help launch this effort,

I'm asking nonprofit leaders (and any business leader with a passion for nonprofits) to consider joining my Advisory Board. Doing so, you will:

- set the overall mission and goals for the new program
- assist in the design of the programs
- aid in identifying common topics and issues to be addressed

I foresee your commitment to be for a year and that there would be 2-3 meetings during this time. In recognition of your willingness to join the Advisory Board, your organization will receive advanced notices of programs and reduced fees for any fee-based programs. Additionally, the Advisory Board will help in the selection of the award recipients at our Annual Client Thank You Luncheon in November.

**The first meeting of the Advisory Board is Thursday, May 26. It will be a complimentary lunch meeting 11:30-2:00 in Dallas.**

*If you are interested in learning more about this opportunity, give me a call at 214-801-2708. If you're ready to volunteer to be on the Advisory Board, click [here](#).*

**And since we're on the subject of nonprofits, I'd like to recognize the three from last fall who received cash awards at the November Annual Client Thank You Luncheon:**



***Children and Community Health Center of McKinney  
Turtle Creek Chorale  
Texas Scottish Rite Hospital for Children***

(Left to Right) Nancy Huff and Mollie McCune from Children and Community Health Center of McKinney; Michele Focht, Director of Development for the Turtle Creek Chorale; David; Christi Farrow and Robert Huber representing Texas Scottish Rite Hospital for Children; and Rev. Dawson Taylor who is the Board Chair for the Turtle Creek Chorale.

## **Assessment Training Workshop (June 2-3)**

This past February we held an updated Assessment Training Workshop. The response was overwhelming and the demand so great we're adding another session. This program is geared to Human Resource professionals, trainers, coaches, business leaders, and consultants. By attending, you will:

- Discover why understanding self and others is one of the keys to performance improvement
- Appropriate use a variety of assessments including 360° performance feedback, personal style, and team
- Learn and interpret the assessments, background research, and typical applications
- Understand how to use the assessments to improve employee performance and productivity
- Be able to conduct a session using workbook materials and the PowerPoint presentation
- Learn the online administrative site and receive your confidential login ID and password

At the completion of the workshop, you'll be able to administer, interpret, and utilize DiSC®, Team Dimensions, and Everything DiSC® 363™ for Leaders for usage in your organization. In doing so, you'll quickly

adapt them to your needs and save time on design and materials. You are eligible to purchase materials, including access to 360° assessments, through Dynamic Growth Strategies at a reduced cost.

One unique aspect of this program is its modular design—you attend (and pay for) only those sessions you know you want to attend. So if you only want to learn DiSC®, you only attend the half-day session for it. No need to sit through the entire program!

**Mark your calendar now for June 2-3.** The program will be in Dallas. We can also run a program just for your company and we can do individual sessions as well.

To register, click [here](#). For a complete outline of the program, click [here](#).

## Updates and Announcements

**Blog [www.thinkchangedo.com](http://www.thinkchangedo.com)** postings this Spring included:

*“The Importance of Mentoring (Part 2)”—what it takes to be a mentor*

*“Mentoring Resources”—a listing of books, articles, etc. on mentoring*

Read these and other postings at our blog. Sign-up on the website to receive automatic notification of new postings.

**We have a new Facebook page.** We use it to give tips, links to articles, and notices of programs. We also give summaries of recent programs and research. For example, this past quarter we gave tips on how to use PowerPoint, announced the results of our grocery price study, and offered discounts on Inscape products through January. If you'd like to follow us, click here:



**We became an affiliate of HRDQ.** We can offer discounts and simplified ordering of all products in their catalog and on their website. We can also help you determine which products best meet your specific needs. If you need help, contact us. <http://www.hrdqstore.com>

**In our ongoing commitment to human capital management, we became an affiliated Partner with Halogen Software.** They offer a full-suite of performance management tools and products to help organizations track their human capital. Just these past few months they have announced a Job Description builder tool and new language packs. If you would like a demo of their system, let me know. We continue to be affiliated with SuccessFactors as well, thus offering you choices for your human capital management system. [www.halogensoftware.com](http://www.halogensoftware.com)

**Inscape announced a price increase** effective June 1, 2011. This affects all on-line and paper-based products. This is the first increase since 2007 and is a bit different than those in the past because it is not a percentage increase across-the-board. Most individual and assessments will increase by \$2. *If you want to see the new price list, let me know. If you want to pre-order any materials prior to the increase, let me know (and I can warehouse them until you need them.)*

**David joined the Advisory Board for Eagle Force Academy**, an addiction treatment center in Central Texas. This new facility, the first in the US, specializes in the treatment of first responders (fire, police, etc.) For several years, he has consulted in this industry and is honored to join their board. Learn more about them at [www.eagleforceacademy.com](http://www.eagleforceacademy.com).

**The Consultants Lunch group** re-started on March 25. All DFW-area consultants are invited to join the next luncheon on June 24. Cost is only for your lunch. If you want to be put on the email list for future lunches, send an email to [david@dynamicgrowthstrategies.com](mailto:david@dynamicgrowthstrategies.com).