



INTEGRATED
PERFORMANCE SOLUTIONS

CAPABILITIES OVERVIEW

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Overview



At IPS, our mission is to make you more effective through authentic and sustainable behavior change. We help you capitalize on your natural strengths and better manage the vulnerabilities that are holding you back.

Paul Aldo, Ph.D.
Managing Partner
IPS

Very few executives reach their full performance potential. This is **not** because they lack technical capability or business acumen. It is because they fail to address the people-to-people problems that are holding back further productivity and growth. Solving these problems is the most valuable investment a business can make. There is simply no other investment that can create as large a return.

Integrated Performance Solutions (IPS), an Atlanta-based executive consulting firm, has seen and helped solve a variety of people problems in the executive suite. Some of the most common but critical of these problems are...

- Has trouble getting others on-board with initiatives
- Does not clearly focus messages and cannot sell ideas effectively
- Has poor team morale
- Acts without consulting other stakeholders
- Avoids addressing difficult issues
- Does not respect others' thinking or points of view
- Talks before listening and talks over others
- Is impatient, abrupt, and defensive
- Undermines the efforts of others in pursuit of a personal agenda

In addition to helping executives overcome specific performance-limiting dysfunctions, **IPS also helps them create a more powerful executive presence, communicate more powerfully and influentially, and build stronger and more productive teams.** The pages that follow describe how we do this.



Experience

Paul Aldo is the Managing Partner of IPS. His areas of expertise include executive and senior manager development, communications, and executive team effectiveness, all of which are supported by his integrated approach to enhancing executive performance.

By combining academic training with extensive business experience, Paul has developed highly effective methodologies and techniques for helping senior managers get the best out of themselves in organizational settings. His coaching plans and developmental programs include:

- Executive Presence
- Executive Development and Leadership
- Executive Communications
- Executive Teaming

Some of Paul's recent coaching clients include executives and senior managers from AT&T, The Gartner Group, HP, The Lawson Group, and LINPAC Paper.

Before starting IPS, Paul was a member of Ernst & Young's Management Consulting practice, where he led several large engagements focused on people issues, working with executives from some of the nation's leading companies.

These companies included:

- Cisco Systems
- Eli Lilly
- Johnson & Johnson
- JP Morgan Chase
- UDS

After the sale of the Management Consulting practice, Paul was appointed Vice President of Professional Services at Intellinex, LLC, another Ernst & Young enterprise. In that position he was responsible for a team of four hundred and

fifty people engaged in the creation and delivery of employee development programs for a variety of clients, including management development for all of Ernst & Young's partners and senior managers.

Prior to joining Ernst & Young, Paul was an adjunct faculty member at the University of Virginia, where he taught in the McIntire School of Commerce and pursued his interests in workplace performance. Paul has also held executive positions with GE in the United States and Asia-Pacific, where his responsibilities included employee and organizational development. Paul holds a Ph.D. from the University of Virginia, M.S. and M.A. degrees from Western Michigan University, and a B.S. degree from Michigan State University.

Paul is an active member of the Society for Human Resource Management, the International Society for Performance Improvement, the Hartman Institute, and the Institute for Executive Development. He is a frequent speaker on executive development, teaches in Emory University's Professional Learning Programs, and writes career development articles for the Atlanta Journal Constitution's ajcjobs.com.

The IPS Difference

You can rely on IPS to meet your toughest executive communication, interpersonal development, and executive teaming needs. That's because of the strength of the IPS foundation and approach.

IPS Experience. A cornerstone of IPS capability is the breadth and depth of its experience. By combining a thorough grounding in academics with extensive business experience, IPS creates and delivers the most effective and efficient executive development solutions available. Paul Aldo, Managing Partner of IPS, has delivered these solutions to executives at top companies around the globe.

According to Joe Gasperetti, a senior manufacturing executive: *“Paul has the unique ability to take academic theory and marry it with business reality. The results are solutions that really work. He does this better than anyone else I’ve ever worked with.”*

IPS Interpersonal Presence Model. Another result of combining academic grounding with business experience has been the development of the IPS Interpersonal Presence Model. Using this model, clients are able to quickly grasp the relationship between who they are, how they act, and how audiences interpret their actions. The resulting insights not only accelerate interpersonal development, they produce authentic and sustainable behavior change.

IPS Executive Style Assessment. The IPS Executive Style Assessment is one of the most powerful tools available for understanding ourselves and how we relate with our world. By integrating an assessment of our dominant behavioral style, motivational drives, and thinking patterns, the Executive Style Assessment provides key insights and information about such things as initiative, attention to planning, sensitivity to others, insight into others, the ability to listen, the ability to think strategically, and the ability to think practically.

Using the insights from the Executive Style Assessment, IPS helps you understand your specific Executive style and how to best build on the strengths and manage the vulnerabilities associated with it.

Marvy Walker, an industrial distribution executive, said this about the Executive Style Assessment process: *“As a mentor to aspiring and achieving corporate managers, I have found the IPS experience focused and insightful in charting career goals that guarantee effectiveness and results. Now that I know the power of the IPS assessment process it seems absurd to attempt to build high performing teams without it.”*

Applied Video Technology. An important part of the IPS executive development process is the use of video technology. Whether focused on improving communications, interpersonal relationships, executive teaming, or executive presence, the use of video technology plays a pivotal role. Through skillful use of this technology, IPS videographers are able to capture you in ways that accelerate your development cycle. In addition to seeing yourself as others see you, edited versions enable you to model and extend your best moments while minimizing your vulnerabilities and eliminating dysfunctions.



IPS Executive Development Services

IPS specializes in providing four executive development services: Executive Presence Training, Executive Communications, Executive Teaming, and Executive Coaching. The IPS differentiators discussed in the previous section are the foundation for this work.

Executive Presence. IPS approaches executive presence development as an integral part of the executive development process. We focus both on the way you express yourself and how you organize what you say.

This service is delivered in one-on-one coaching sessions and in a workshop format. A brochure for the one-day workshop is included in this information package. Two day and custom workshops are also offered based on client requirements.

In all cases, the objective of executive presence development is to assist you in creating a more powerful and compelling interpersonal presence, enabling you to be more effective when leading and dealing with others.

HR Executive Diane Davis, says: *“IPS Executive Presence Development is one of the most important things I’ve done to advance my career and move into the executive suite. It really put me in touch with how I come across to others and with the concrete things I can do to be a more influential and effective leader.”*

In Manufacturing Executive Joe Gasperetti’s words: *“I have been an executive for several years but have never achieved the success with others that I am now having as a result of Paul’s executive presence coaching.”*

Executive Communications. Our executive communications services focus on helping you become more fluid, influential, and persuasive when you communicate with others. This includes communicating one-on-one, in informal groups, in formal meetings, and in presentations. We help you with extemporaneous speaking, delivering prepared remarks, and presenting using slides.

The areas of emphasis are:

- Helping you better understand your communications style and the styles of those you interact with.
- Analyzing how information is processed and filtered during social interaction and how easy it is for this filtering to create confusion, misunderstanding, and conflict.
- Identifying concrete steps you can take to more effectively deliver and evaluate verbal and written messages.

IPS communications services are delivered in a one-day workshop and in one-on-one coaching sessions. As with all IPS workshops, extended duration and customization is available to meet client needs.

Paper manufacturing executive Jim Painter believes that: *"Integrated Performance Solutions, and particularly Paul Aldo, was the driving and guiding force in moving our management team to new heights of communication and understanding. Even though we already had an excellent group of managers with world-setting results, Paul significantly improved our communications and expectations. Our process is ongoing."*

Executive Coaching. A core component of IPS executive consulting services is helping executives become more sensitive and attentive to people, improving the way they interact with them. Employing our highly successful five-step facilitated Executive Coaching Process, we have enabled senior managers to get more out of themselves and those they work with through authentic and sustainable behavior change.

According to HR Executive John Ammons: *“Paul has done a tremendous job coaching members of our executive team. He was able to quickly establish rapport, get people comfortable with the process, and get them sincerely engaged right from the start. Some members of our team were skeptical until they actually experienced working with Paul.”*

IPS Five-Step Executive Coaching Process

STEP 1: Assessment

- Meet with the client and sponsor to discuss the coaching process.
- Apply our exclusive Executive Style Assessment to get information on the client's dominant behaviors, motivators, and thinking patterns.
- Use 360 input from questionnaires and in-depth interviews to understand how others perceive the client.

Step 2: Executive Coaching Plan

- Meet with the client to share assessment information.
- Identify behavior the coaching will focus on modifying.
- Define how progress will be measured and who will provide measurement input.
- Secure a sincere interest and commitment from the coaching client to change.
- Ensure the organization is sincerely interested in supporting the coaching client.

STEP 3: Involving Stakeholders

- Meet with key stakeholders (others the client has identified as important to a successful coaching outcome and those who will be responsible for providing measurement input) in order to explain the coaching process and their role in it.
- Ask key stakeholders to provide support for the client's behavioral change and to let go of history with the client that is focused on past difficulties.
- This stage often includes getting key stakeholders to commit to some type of change in themselves.

STEP 4: Coaching For Behavior Change.

- Spend time with the client in discussions designed to bring about the desired and agreed upon behavioral changes.
- As the coaching progresses, conduct thorough discussions of those things that help and hinder a successful change experience.

STEP 5: Measurement and Follow-up

- Meet periodically with key stakeholders and the sponsor to obtain information about the success of the behavioral change effort.
- Discuss with stakeholders how they can further assist the client in creating the desired behavioral change.
- Share this information with the client as input into the coaching and behavioral change process (STEP 4).

Executive Teaming. The objective of executive teaming is to help you work more productively with the other members of your team. We do this by:

- Helping you leverage your team’s natural intellectual diversity to produce higher quality and more complete solutions than could be produced by any team member working alone.
- Understanding and applying the principles of leadership and followership in creating more powerful solutions.

Executive teaming services are delivered in a one-day workshop using a scenario-based methodology. One-on-one coaching services are also available to support your workshop learning.

“IPS, and particularly Paul Aldo, is the driving and guiding force in moving our management team to new heights of communication and understanding.”

Jim Painter, Paper Manufacturing Executive

“Paul has done a tremendous job coaching members of our executive team. As a result, they work together better than they ever have.”

John Ammons, HR Executive

“...I have found the IPS experience focused and insightful... Now that I know the power of the IPS assessment process it seems absurd to attempt to build high performing teams without it.”

Marvy Walker, Industrial Distribution Executive

Summary. The preceding pages have given you a brief overview of IPS and a sampling of what clients are saying about us. As you can see from their own words, working with us has enabled them to be more persuasive and sell their ideas more effectively, lead more inspirationally, improve work team relationships and results, and show greater expertise and confidence in executive settings. Natural career advancement is yet another result, benefiting both individuals and the organizations they are a part of.

Thank you for considering IPS as a resource to assist with your executive development needs. We are delighted by the possibility of working with you. Please contact me to discuss next steps and to answer any questions you may have.

Paul Aldo, Ph.D.
Managing Partner
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