

Why Choose TWCMII?

Sound Fundamentals

We design solutions which are built on common sense and proven methodologies. We help you target areas which will provide the most impact.

Creative Approaches

All projects we design and deliver are customized to your situation. We enjoy using approaches which are unique, and that you can call your own.

High Involvement

We maximize engagement with people who will be impacted by your initiatives. This helps mitigate the barriers which are virtually always raised during any significant effort.

Self Sufficiency

Our preference is to only do for you what you can't do for yourself. We are eager to compliment your in-house capability to ensure your initiatives have sustained success.

TWCMII Solutions LLC
"Together We Can Make It"
<http://www.twcml.com>



759 West Manhattan Ave #5
Santa Fe, NM 87501
Cellular: 505-795-8180
Fax: 505-992-2802
Email: mike@twcml.com

Helping
People
Succeed
Through
Change



So, What's The Issue?

We all know that organizations aren't faceless entities. They're made up of people who want to succeed — and sometimes they need help.

Today's environment is changing rapidly, so you need to position yourself to quickly respond to these shifting conditions. This means being both reactive and proactive.

Proactive: You need to have people who have the capability to deliver results. Are you methodically developing people in your organization in ways that are directly related to your current and future needs?

Reactive: Ok, so you're facing an immediate need — a significant change has to take place **right now**. Do you have a process which not only helps people come up with the best answer, but also helps them develop ownership by those impacted by the change?

Does This Sound Familiar?

I just moved to a new management position. How can I get off to a quick start before my honeymoon period ends?

I look around and I don't see the depth of talent I need to succeed? What can I do?

OK, I've identified my best talent. Now what do I do?

I know there are some foundational skills for managing the people in my organization. What are they and how can I learn them?

I get this uncomfortable feeling that there are underlying problems and conflicts within my organization. How can I get them surfaced and resolved?

Our survival depends on navigating through this major change. A lot of people will be impacted. Where do I start and how should I proceed?

I am giving a very important presentation tomorrow and I have to get their concurrence. Help!

I know our processes are all screwed up. How do I fix them?

I'm convinced that the only way to get this issue resolved is to get all the right people in a room and hammer it out. Who can help guide the process?

We Can Help You!

TWCMI Solutions was founded by Mike Grabarek, a management strategist, designer, and implementer with over 13 years experience at General Electric's Leadership Development Institute (Crotonville) and many other organizations throughout the world. In addition, TWCMI has partnerships with a variety of management experts so your unique needs can be matched with the best talent available.

How About Some Freebies?

Mike Grabarek has published numerous articles which have helped hundreds of people be more effective. These articles include:

- New Manager Assimilation
- Supervisory Coaching Fundamentals
- Developing People: Pulling All The Levers
- Case Example: Leadership Program Design
- Fundamentals Of Navigating Change
- Presentations With Impact
- Team Tune Up
- Measuring Employee Development

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