

OUR STANDARD IS WHAT OTHERS CONSIDER THEIR HIGHEST ACHIEVEMENT

Leadership Matters! By every indication, the key to achieving vision is through sustained leadership development. **Values-based leadership** improves profitability, safety, and organizational sustainability, during both prosperous and challenging times.

Our approaches to leadership and team development:

- ▶ Outcomes Based - **Measurable ROI**.
- ▶ A **Strategic Investment in Your Teams**, from the individual contributor up through the most senior executives and governing board members.
- ▶ Goal Oriented - **Customized solutions** aligned with your mission, vision, and values.
- ▶ Establish a **Culture of Excellence** and continuous improvement centered on core values.
- ▶ Supports a **Diversified Workplace** with Global Perspectives.

Our approaches and applied solutions will improve employee retention and morale, stimulate productivity and efficiency, and advance workplace safety and team effectiveness. Collectively, these measures provide you with a clear pathway for you to achieve your vision.



Olin O. Oedekoven, Ph.D.
President & CEO

Dr. Olin Oedekoven has over 35 years of leadership experience developed through service to the State of Wyoming, the U.S. Army, and in private sector business. He has conducted leadership seminars, presentations, and workshops throughout the world to a wide-ranging diversity of participants.

Olin founded Peregrine Leadership Institute in order to develop values-based leaders. Olin's focus is on supervisor development, executive-level leadership, strategic planning, and board governance.

PATHWAYS TO ACHIEVE YOUR VISION

THOUGHT-PARTNER SOLUTIONS TO SOLVE EMPLOYEE DEVELOPMENT CHALLENGES

Peregrine Leadership Institute is your **partner of choice** for human resource and training managers because of our affordable and applied solutions. We begin each opportunity with a thorough needs assessment to ensure that we deliver exactly what you require, and work to exceed your expectations. After our sessions, we follow-up with you to provide **relevant and actionable feedback** from our training workshops, leadership development programs, and one-on-one mentoring sessions.

We employ universal principles of leadership to clarify what effective leadership looks like. Through this approach, our programs ensure that all team members are on the same page with the understanding of how to apply those leadership principles to their work situations.

Peregrine's unique approach to leadership training includes **multi-media presentations** with application exercises designed for **maximum participant retention**. We foster a workshop atmosphere based on the concept of experiential learning, an approach most suitable for adult professionals.

Some of our more frequently requested leadership and organizational development services include:

- ▶ Teams and Teamwork Workshops
- ▶ Employee Handbook Development
- ▶ Performance Management Systems
- ▶ Organizational Culture and Climate Assessments
- ▶ New Supervisor Orientation
- ▶ Succession Planning
- ▶ Stress and Time Management
- ▶ Understanding and Leading Change



Deborah K. Robbins
M.P.A., SPHR, SHRM-SCP
Chief Operations Officer

Debbie Robbins has over 30 years of HR experience. Debbie's focus areas include team development, strategic human resource management, and executive level leadership.



Mick Thomas, M.A., SPHR
Director of Quality Assurance and Enhancement

Mick Thomas has more than 30 years of experience in quality assurance and continuous improvement. Mick's areas of focus include human resource management, supervisor development, and corporate sustainability.

AFFORDABLE, APPLICABLE SOLUTIONS

OBTAINING IMPACTFUL RESULTS THROUGH A DIVERSITY OF CUSTOMIZABLE OPTIONS

As a department head, manager, or coordinator, you know that when a team is working well together based on a common understanding of essential leadership principles, the department, business unit, or team will achieve the desired results. With an absolute clarity of expectations coupled with a passion to excel, primary, secondary, and often even tertiary responsibilities can be assigned so that the desired goals are met.

Peregrine's solutions are wide-ranging in depth and breadth. We can assist through **individual coaching and mentoring**, based in part on 360° leadership assessments and MBTI® type evaluations. When coupled with **online training courses**, our individualized leadership development services are unmatched in terms of quality, cost, and achieving quick results.

We can conduct team training ranging from just a few hours to a comprehensive program that includes a series of workshops distributed over the course of several months. We focus on taking care of the immediate problems so that you can **get back to doing what you do best**.

By aligning our services to your specific needs and values, you can obtain the quick wins that are needed to obtain lasting viability. Our pricing is reasonable, and we will work within your budgetary needs to leverage limited resources for maximum effect.



Howard A. (Art) Dillon, Jr.
Leadership Consultant

Art Dillon's leadership training and experience include both military service and public education. Art's areas of focus include mentoring, supervisor training, management development, leading change, and strategic planning.



Robin Carlson
Leadership Consultant

Robin Carlson has over 30 years of leadership experience within the energy development sector, from first-line supervisor to senior manager. Robin's areas of focus include front-line leadership, operational planning, safety, competency-based interviewing, and facilitation.

RESULTS THAT WILL MAKE YOU MORE EFFECTIVE

EMPLOYEE AND TEAM-BASED SEMINARS AND WORKSHOPS FOR SUSTAINABLE CAPACITY DEVELOPMENT

Leadership is about fighting through the chaos of the moment to understand the perspective of the situation. As we assist others with broadening their perspectives through our leadership development efforts, **we grow capacity and truly unlock potential**.

Peregrine's training sessions, online leadership courses, and leadership development workshops are **clear and easy to understand**. We engage with the participants rather than lecturing to them. Through facilitated group discussions and individual experiential learning, we help leaders build upon their strengths, talents, knowledge, and experience.

Leadership truly is a lifelong journey that is founded in character and shaped by the influences of experience and new knowledge. We enable others to see their leadership character strengths and then **teach them new skills** that they can readily and **easily apply in the workplace**.

Leaders at any level will learn about the **Eight Universal Laws of Leadership** and how to apply the right leadership style to the appropriate situation. We focus on a strengths-based approach to sustainable leadership development by building on talent and unlocking potential.

Our **customized workshops** typically focus on 3-5 key topics for a daylong session that includes instructional content and application exercises. Examples of such topics include, but are not limited to:

- ▶ Active Listening
- ▶ Change Management
- ▶ Character-based Leadership
- ▶ Communications
- ▶ Dealing with Workplace Conflict
- ▶ Ethical Decision-Making
- ▶ Feedback
- ▶ Leadership Styles
- ▶ Leadership Values
- ▶ Leading with Influence
- ▶ Performance Management
- ▶ Team Dynamics
- ▶ Team Governance
- ▶ Workplace Diversity



Rod Warne
Leadership Consultant

Rod Warne has more than 30 years of experience in law enforcement, fire & rescue, and county government. Rod's areas of focus include wellness, stress management, team problem-solving, and supervisor development.



Alimaa Jamiyansuren, M.A.
Director of Global Programs and Marketing

Alimaa Jamiyansuren leads Peregrine's global marketing operations based upon 25 years of international leadership experience. Fluent in both Mongolian and Russian, Alimaa's areas of focus include team development, higher education leadership, economic analysis and planning, marketing, and education sector governance.

WE UNLOCK YOUR POTENTIAL



PEREGRINE LEADERSHIP INSTITUTE

Growing Leaders. Creating Success

THE CHIEF EXECUTIVE INSTITUTE: A BALDRIGE-BASED EXECUTIVE LEADERSHIP PROGRAM

The purpose of Peregrine's Chief Executive Institute is to develop senior level decision-makers who are able to **lead their organizations capably and effectively** towards achieving strategic goals. The program achieves this purpose by developing awareness, understanding, and workplace application of the Baldrige Excellence Framework. Through self-study, evaluation, change management, and applied leadership principles, the organization is transformed into a dynamic, customer-centric structure with greater clarity of focus on core values, mission, and vision.

The Baldrige Excellence Framework helps evaluate performance, assesses where improvements or innovation are most needed, and obtains results. Baldrige offers a proven way to **achieve innovation and world-class results** through integrated processes that enhance your effectiveness, efficiency, organizational learning, and **long-term success**.

THE BALDRIGE BASED CHIEF EXECUTIVE INSTITUTE WILL:

- ▶ Have you seeing clearly where your organization is now and where you need to be to achieve long-term success.
- ▶ Provide you the tools for you to examine and improve each dimension of your organization's performance while keeping the whole organization in mind.
- ▶ Help develop an organization-wide perspective that allows you to optimize an entire system rather than just focusing on pockets of excellence.

The open enrollment program starts in March with five 2-day workshops every other month and one-on-one mentoring between sessions. We can also conduct the program for a specific organization and **customize the service specific to your needs**.



Douglas Gilbert, J.D., DBA
Leadership Consultant

Dr. Doug Gilbert has more than 30 years of leadership and legal experience in business, higher education, city/county government, and international business. Doug's areas of focus include Baldrige, quality assurance, customer-focus marketing, and executive-level leadership.



Prof. Krishna Venkatesh, Ph.D.
Senior Mentor

Dr. Venkatesh holds two doctoral degrees, one in education and the other in management. He is also a distinguished professor of strategic and international business. Krishna's areas of focus include quality assurance, organizational development, business intelligence and analytics, knowledge management, and Baldrige Performance Excellence.



Steven R. Mount, M.S.
Leadership Consultant

Steve Mount has nearly 40 years of service in the U.S. Army and in the mining sector. Steve's areas of focus include executive-level leadership, management development, strategic planning, and organizational leadership.

THE LEADERSHIP INSTITUTE: A CAPSTONE APPROACH TO APPLIED LEADERSHIP DEVELOPMENT

Sustainable leadership development must be more than just a moment-in-time event. Our Leadership Institute is a **capstone-based approach** with multiple workshops conducted over a series of months to allow participants to apply what they learn in the seminars and share their lessons learned with the other participants. We begin the program with a 360° leadership assessment. Results are used, along with the MBTI® evaluation, to develop the participant's individual leadership development strategy. The two-day workshops are conducted every 2-4 months and can include one-on-one coaching between the sessions.

Each workshop includes several leadership skills that are taught using multi-media approaches that best **stimulate and encourage engagement**. Individual and small group activities help demonstrate the lessons with a **focus on application** in the workplace.

The leadership capstone program includes the following 2-day workshops, each of which can be readily customized based on the needs of the organization.

- ▶ **Leadership Foundations:** leadership values, communications, feedback, and the Eight Universal Laws of Leadership.
- ▶ **Coaching & Mentoring:** delegation, team dynamics, the value of diversity, coaching, and mentoring the different generations.
- ▶ **Leadership Essentials:** values-based decision-making, performance management, dealing with conflict, and ethical decisions.
- ▶ **Leaders of Character:** leading in the workplace, the power of positive expectations, the leadership commitment, and inspiring others to succeed.
- ▶ **Leading Change:** the 5 Dysfunctions of the Team, understanding change, tools and techniques to lead change, feedback for performance development.

UNLOCKING POTENTIAL WITH CUSTOMIZED AND INDIVIDUALIZED SERVICES

Specific services available for individual leadership development include our online **360° leadership assessment** service, the Myers-Briggs Type Indicator (MBTI®), online leadership courses, and one-on-one coaching and mentoring. These services are also provided in conjunction with our Leadership Institute and the Chief Executive Institute. Our leadership professionals can assist with a variety of **operational and strategic human resource management** areas. Such assistance includes handbook development, organizational culture assessments, performance evaluation reviews, strategic planning, succession planning, total quality initiatives, and Baldrige submissions.

Online Leadership Courses for business leadership includes courses focused on business writing fundamentals, leadership communications, leadership essentials, leading teams, dealing with workplace conflict, leading change, and leading other leaders. Each course is organized into eight sections with instructional content and a post-course assessment. The interactive learning modules within each section include a variety of media types (audio, video, animation, and slideshow) designed to engage the participant. Typically, a participant will spend 2-3 hours per course. Course completion can be conducted over an extended period of time.

SERVICE PRICING

Local (within 1-3 hours), regional (within 4-8 hours), and national/international (8+ hours) workshop rates are based on where the work is performed relative to our Corporate Office located in Gillette, Wyoming.

SERVICE	LOCAL	REGIONAL	NATIONAL
1/2-day Workshop	\$1700	\$2050	\$2400
1-day Workshop	\$2200	\$2500	\$2900
2-day Workshop	\$4400	\$5000	\$5800

Pricing is based on 15 participants per workshop. For larger groups, additional charges may apply.

PRICING SPECIFIC TO OTHER SERVICES IS AS FOLLOWS:

- ▶ Chief Executive Institute: \$12,000 per person
- ▶ Online Leadership Courses: \$95 per course and \$650 for a package of 7 courses
- ▶ Online 360° Leadership Assessment: \$125 per assessed participant
- ▶ Consulting Services and Individual Leadership Development: \$145 per hour plus travel expenses
- ▶ MBTI® Assessment: \$50 per person

Please contact us to request a proposal for your specific leadership development needs and service requirements.



Chris Walsh
Leadership Consultant

Chris Walsh has nearly 30 years of experience in leadership primarily through military and public-sector service. Chris' areas of focus include law enforcement training, supervisor development, teams and teamwork, and safety/security.



P.J. Burns
Program Coordinator

P.J. Burns coordinates, manages, and directs Peregrine's leadership development services. Based upon her leadership experiences in nonprofit management, P.J.'s areas of focus include marketing, event planning, and nonprofit governance.



Prof. Dr. Günther Singer
Leadership Consultant

Dr. Günther Singer has more than 30 years of leadership experience in European higher education and private sector business. As Peregrine's partner in Europe, Günther is CEO of Life and Career Design with areas of focus that include corporate governance, strategic human resource management, change management, and executive coaching.

FOR MORE INFORMATION



LEADERSHIP AND CONSULTING SERVICES

Visit the Peregrine Leadership website at www.PeregrineLeadership.com

Send an information request to info@PeregrineLeadership.com

Call at +1 (877) 260-1555



HIGHER EDUCATION SERVICES

Visit the Peregrine Academic Services website at www.PeregrineAcademics.com

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