

# The Melini Group: Maximizing Your Leadership Potential

## What We Do

The Melini Group works with organizations to align leadership and management development events to desired outcomes and goals. We specialize in behavioral change for groups and individuals by delivering training programs and classes, executive coaching, and team strategy or off-site support. Our leadership classes are world class and aim to stimulate awareness and change for key behaviors. Our primary delivery method is case study, which creates a highly-engaged group dynamic during events. We foster sustained behavioral change through team and individual coaching. We will work to maximize your potential as business leaders by creating custom solutions that are relevant and engaging.

## Who We Are

Our Core Values drive our daily actions and guide us toward our Vision. ***We are relentlessly focused on maximizing the leadership potential of our clients.*** We will prepare leaders for significant and complex situations so they are ready when they encounter those moments.



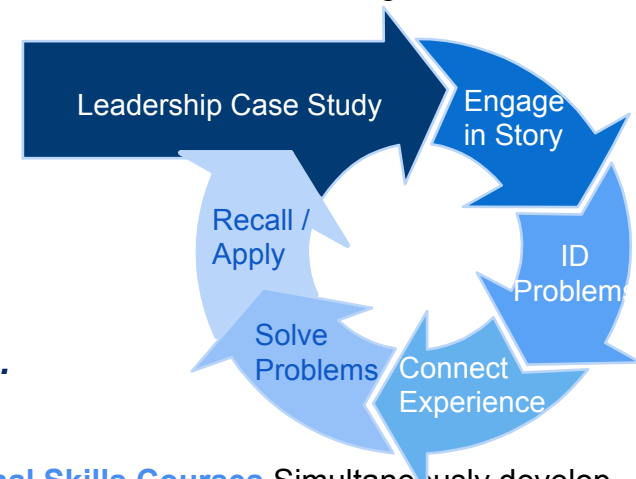
## How We Do It

- **Taking Initiative & Accountability** – *We stay connected to the bigger picture. We have and share our opinions. We behave like owners.*
- **Being Globally Relevant** – *We are tuned into the dynamic multi-national business landscape. We constantly strengthen our international awareness.*
- **Staying Tirelessly Creative** – *We stay original. We understand before acting. We customize measurable services and intend to deliver impactful results.*

## How We Make an Impact

**Leadership Case Studies** enable groups to analyze and explore group leadership behaviors through custom-configured case studies that present meaningful and relevant situations and challenges.

***Our Leadership Case Studies provide a setting for leaders and teams to analyze complex business problems based on real world challenges.***



**Management & Professional Skills Courses** Simultaneously develop new skills with the associated behaviors required to execute results. Courses focus on skills that need to be applied in various business situations, whether normal conditions or under pressure. Skills are developed and strengthened first, then practiced in simulated settings that reflect your organization's reality.

**Executive Coaching** Insightful, creative, and methodical, our personalized 1:1 coaching will quickly deliver results. We partner with business executives who are seeking to accelerate their performance, subsequently improving results in their team and organization. We focus on new promotes, new managers, expatriate assimilation, vision-setting, turnarounds, and career management.

**Programs** We strategically combine these three elements into cohesive programs for new hires, new managers and new senior managers. Our offerings are best in class and can be customized specifically to meet development needs.

# The Melini Group: Courses



**Wine Wars** – In an industry with long product cycles and a rich history, how does the industry motivate change and progress toward a 25-year plan? How do various geographic regions approach the challenge differently? And why? We work through branding at the group & individual levels.



**Professional Branding** – The elements of the professional brand are unraveled and adjusted to align intentions to behaviors. Goal-setting and personal networking exercises are administered in small groups.



**Apollo 13** – The ‘Apollo 13’ mission of 1970 did not go as planned. We focus on the details of NASA’s approach to the mission and how they responded to unexpected events. Houston, Apollo, 200,000 miles, and fitting a square peg into a round hole... how did they navigate grave danger?



**Presentation Skills** – We study and practice across the lifecycle of presentation development and delivery. Exercises range from the initial construction stage to the psychological challenges of delivery.



**Friendly Fire** – We rely on challenges faced by the U.S. Military across history to examine challenges presented by modern-day complex organizations. What is the difference between leading simple versus complex organizations & how do we drive success while managing risk?



**Business Critical Writing** – A critical skill in business today, the principles of active voice and reader focus drive the course exercises and lessons. A simulation is conducted which puts writers and readers under realistic pressures while communicating.



**Everest** – Tragedy doesn’t always result from catastrophic mistakes, but sometimes emerges from a series of everyday, avoidable miscalculations. This case study examines the leadership and decision-making process of two climbers, and how overconfidence & misguided execution led to tragedy.



**Difficult Conversations** – We introduce methods that can be applied across situations and circumstances, from feedback to negotiation. Methods are applied through role play exercises under dynamic circumstances.



**Cuban Missile Crisis** – We analyze the events, decisions, and outcomes of the ‘Bay of Pigs’ and the ‘Cuban Missile Crisis’, diving into the mindsets of the leadership communities surrounding these events. Between Brigades 2506, the CIA, the Joint Chiefs of Staff, and World Leaders... what went wrong?



**Virtual Team Working** – Charting team strategy against clear vision and goals with virtual team working methods turns restrictions into opportunities. Exercises are performed under simulated virtual conditions.



**Orchestra** – How does a conductor manage the challenges of leading multiple teams to the same outcome? The individual role of a musician is part of the conversation as we look at the ingredients of successful influence and negotiation. We examine the challenges faced by the London Symphony Orchestra as they were forced to ‘change or die’ in the 1990’s.



**Cross-Cultural Awareness** – By analyzing core cultural values, participants develop awareness and understanding, putting them in a position to respond efficiently. Case studies are tackled in small groups to practice decision-making and collaboration.