The Stage® is the foundation to support the primary capabilities that drive growth and value -

- Consistent  
- Predictable  
- Sustainable

Execution & Performance

Marilou [Louie] Myrick, President
www.TheStage1.com

"The most that any company can do is to give you a stage. The singing you have to do yourself." ... the late Francis B. Dammers
The Stage supports competitive capabilities that drive growth and value:

- Strategy integrated with the talent, tools & technology to support consistent execution

- Leadership & culture that support innovation and accountability

- The ability to invest more of your total time, energy and resources in activities that drive growth and value [instead of continuously fixing people/ performance/ execution problems]
The ability to consistently achieve organizational performance goals is the primary objective and the only real measure of return-on-investment in talent management resources.

Operationalizing talent and knowledge management is key.

We collaborate with you to build The Stage® - the foundation to improve clarity, inclusiveness, knowledge-sharing, continuous improvement and accountability - that supports consistent and sustainable performance

The Stage™

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When an organization fails to meet goals, it is rarely due to faulty vision or strategy. It is due to the inability to consistently execute . . .

. . . the inability to acquire, engage, retain and focus* the right talent

* "The ability to simplify means to eliminate the unnecessary so that the necessary may speak." ~Hans Hoffman
Consistent Execution is Rare

• 90% of organizations fail to successfully implement strategies to meet goals *

• 70% to 80% of mergers and acquisitions fail to create value.

• The average ROI on strategic planning initiatives is 34% or less†

• The majority of employees confess that they don’t completely understand what they are expected to accomplish.

* Kaplan and Norton – who introduced the Balanced Scorecard strategic planning method
† Source: Harvard Business Rev
Sustainable Performance Improvement

Focus

The improvement need or dysfunction may be at any or all levels. Appropriate actions will vary accordingly.

- Enterprise
- Leadership
- Function/Team
- Individual

Potential Actions

Interventions begin with gap analysis and goal-setting. Other action steps may be independent or sequential.

- Evaluate/Diagnose
  - Define Gap/Set Goals
  - Design/Improve Talent Processes
  - Design/Improve Performance Processes
  - Coach

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The Stage® = Synergy
The Value Far Exceeds the Final Product

When your team is engaged in every step, the end result is:

- Improved Critical Thinking Capabilities at all levels
- Accountability: clarity about strategic goals, key performance indicators, critical success factors and individual contributions creates collaboration, accountability and peer pressure to deliver
- Strategies operationalized for consistent execution: straightforward, interactive processes, tools, training & coaching, support
- Strategic alignment at all levels – the ability to connect the dots:
  enterprise success > strategy > team performance > individual accountability
- Engagement that comes with helping to analyze and prioritize business needs and develop the process
- Clarity: common language; simple, focused communications
Consistent Quality Execution
of Talent Acquisition/ Management, Sales and Service Delivery

✓ Interactive Visual Processes at your fingertips.
✓ Integrated with Tools, Documents, Tech Support, Training & Coaching
✓ Documentation & File Management

Existing or new processes developed in collaboration with your team. You own & control it – on your platform; no new software to learn. No expensive maintenance contracts required

Example: fragment of an actual interactive process:
The Stage® supports competitive capabilities that drive growth and value:

- Strategy integrated with the talent, tools & technology to support consistent execution
- Leadership & culture that support innovation and accountability
- The ability to invest more of your total time, energy and resources in activities that drive growth and value [instead of continuously fixing people/ performance/ execution problems]
We partner with our clients in organizations large and small, and in industries as diverse as financial services, healthcare, manufacturing and professional services, to ‘build the stage’ to support consistent execution in areas such as:

- Talent acquisition
- Behavioral assessment, gap analysis, productive feedback, action planning
- Talent management - succession and development
- Leadership Development, Coaching and coaching leaders to coach
- Professional services delivery

Want to invest more of your time, energy and resources in activities that drive growth and value [instead of continuously fixing people/ performance/ execution problems]? To start the conversation, contact Marilou [Louie] Myrick, President:

Louie@TheStage1.com or 216.410.8793
HEALTHCARE ORGANIZATION – Clinical/ Surgical Team

• Feedback from Client: “Louie was a tremendous asset to our organization. She provided expert leadership in a process that was extremely sensitive and difficult. She is at all times professional, trustworthy and knowledgeable.”

HEALTHCARE ORGANIZATION - Senior Executive

• Feedback from Leadership: “The change is like night and day. There’s been a 180° turnaround.”
• Feedback from Executive Client [coachee]: “With the personal attention I received from Louie and her tenacity to make me own it, I believe I am on the road to being an authentic leader. She just kept it coming until she broke through the wall of denial. I would not be where I am without her.”

EDUCATIONAL INSTITUTION – Executive

• Feedback from Leadership: “Prior to your coaching, there was 90% turnover in the department! Based on your work, a "system of thinking" was developed that encouraged a more supportive and educational approach to management.”

GLOBAL INSURANCE COMPANY – Enterprise Talent Acquisition Strategy and Integrated Process and Training

• Feedback from Client 1: “Louie is a thought leader in human capital and talent acquisition. I found it rewarding to work with her on several projects that were unique and ahead of the industry.”
• Feedback from Client 2: “Drawing from invaluable insight and success in various industries, Louie was a reality check for the project team. She kept projects grounded in principles of excellence, with unswerving thought leadership and impeccable execution.”

FINANCIAL SERVICES ORGANIZATION – Senior Officer

• Feedback from client: “There were so many obvious issues that I had been unable to articulate, and so many "ah ha" moments. We did the reorganization we discussed and the plans were instituted in the context of the bigger picture.”

BEHAVIORAL HEALTH ORGANIZATION – Senior Officer

• Feedback from client: “Meeting with you was instrumental in my process of first discovering who I was as a leader and then identifying where I want to go. I actually began hearing your words as I was going through day to day operations. [That has stayed with me]”

HEALTHCARE ORGANIZATION – Physician and Clinical Director

• Feedback from leadership and colleagues: 84% of colleagues at all levels rated improvements in “Respects, supports and recognizes the contributions of others” as ‘Significant to Awesome!’
• 94% of colleagues rated improvements in Teamwork as ‘Significant to Awesome!’
Marilou [Louie] Myrick
president, business performance accelerator and leadership coach

Demonstrated success developing competitive capabilities, talent and resources that drive growth and value:

• Performance and leadership improvements through targeted assessment, intervention and coaching
• Diagnostician, strategist and integrator, with the goal of sustained implementation - in challenging environments, on tight timelines, with limited resources, and often - against an organizational or cultural headwind
• Development of talent management strategy and integrated architecture [processes/ tools/ talent] to support development of cost-effective, lean, scalable, and sustainable capabilities, often in highly dynamic situations.
• Leadership and performance coaching to support innovation, high performing teams and accountability
• Track record of driving innovation through implementation of human capital pilot programs to solve urgent and critical challenges
• Experienced in development and facilitation of strategic planning, performance management and development

Broad-based business experience includes serving businesses in virtually every major industry sector, in various stages of business development and scale, and with diverse cultures, leadership styles and market dynamics.

Previous experience includes development and leadership of high-growth businesses, including former founder and principal of ProResource, Inc. – leading interim management and human capital consulting firm, from 1989 to 2002. Startup to multi-million dollar annual revenues; offices in 4 cities, national and international clients. Received local and regional business growth awards including:

Weatherhead 100 - one of NE Ohio’s fastest growing companies
Entrepreneur of the Year Award - Regional Finalist - Ernst and Young/ Inc Magazine
Top 20 Women Business Owners Award from Cleveland chapter of National Association of Women Business Owners [NAWBO]

Websites and Social Media:
Website: www.TheStage1.com
LinkedIn: http://www.linkedin.com/in/mariloumyrick
Twitter: http://twitter.com/HugAnEccentric

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