



Performance toolkits to help you and your team transform your organizational mission into operational reality.

About Career Constructors:

Career Constructors is built around two basic beliefs -- beliefs that are reflected in the design and delivery of all of our performance tool-kits and facilitation, coaching, and mentor services:

Belief #1 – Clear top-down Work & People Alignment.

To drive meaningful performance improvement, the strategies and tactics related to “soft skills” (people engagement) and “the hard stuff” (business objectives, tools, processes) cannot be managed independently; they must be fused together at the individual, team, and mission levels to achieve sustainable performance gains;

Belief #2 – Compelling bottom-up People Engagement.

To continue to survive and thrive in the ever-increasingly turbulent 21st century work world, all individuals must develop the core skills to gracefully and purposefully transition between meaningful roles in a thoughtful, timely and effective fashion.

The express focus of Career Constructors – ***through embracing systems thinking and engineering rigor, we deliver proven and practical performance tools that help individuals, teams, and organizations perform more effectively in a turbulent, ever-changing world of work.*** The core DNA of Career Constructors is a company created by engineers and operationally-centric business people focused on constructing superior product/service offerings that effectively merge “hard stuff” and “soft skills” considerations with hands-on experiential learning.

Service #1: Employee Engagement Workshops



Offered onsite at the client’s offices, this is a full day, with up to 24 participants with 2 facilitators. The Employee Engagement Workshop focuses on:

Pricing: Full Day Employee Effectiveness Workshop = \$6,000 + HST (\$250/person)

- ✓ Helping each participant gain improved clarity about their core skills, work style, interests and beliefs;
- ✓ Developing their individual powerful, authentic value proposition and enhance their communications;
- ✓ Improve networking skills and outreach strategies to proactively seek internal “great fit” opportunities.

This workshop is an excellent option when there are multiple New Hires being on-boarded together and there is interest from the organization in having some existing employees go through the same “engagement building” exercise.

To help maintain individual Employee momentum following the workshop, we can provide customized one-on-one coaching and small group coaching for specific Employees.

Service #2: Individualized Employee Coaching

(Specifically for New Hire on-boarding services and/or Employee development opportunities)



Coaching sessions are individual and structured around weekly 50 minute sessions conducted face-to-face and/or via phone & Skype calls. Content covered in these coaching sessions will include:

- ✓ Work styles profiling, to help Employee develop clarity around their own work style and how to engage more effectively with those around them (who may well have conflicting work styles);

Coaching support for Executives and Senior Managers is also available. Please contact us to discuss this option.

- ✓ Development of personalized “100 Day Plan” for Employee to help determine what their manager, team mates, and general organization expect to see from them (in terms of specific deliverables);
- ✓ Review and adaptation of proprietary MEQ Framework (Mission Effectiveness Quotient) to their work environment, to help them gauge how to become both more personally effective and engaged in their work environment and specific assignments;
- ✓ Ongoing processing of any issues New Hire is having in their general role, and development and tracking of agreed action plans for addressing identified issues;
- ✓ One (or more) of coaching sessions is 3 way conversation between Employee, Direct Manager, and Coach. This will be scheduled early in the process to ensure clarity of purpose and expected outcomes of process between all parties.

Pricing: 10 weeks of 1-on-1 coaching per Employee = \$ 2,500 + HST. Other pricing options are also available upon request. Multiple Employees can be supported under a single contract.

Service #3: Team Effectiveness Workshops

Offered onsite in 3.5 hours, designed for maximum of 12 participants with 1 facilitator.



- ✓ Covers the basics of what makes teams cohesive and high performing. Work styles of each team member and of overall team are identified. Team members are provided with multiple tools to help them work together more effectively;

To get more “bang for your buck”, consider an upgrade to our full day Team & Mission Effectiveness Workshop

- ✓ Designed specifically for cross-functional teams (especially management/leadership teams; project teams) that are truly interdependent on each other for accomplishing their joint mission;
- ✓ An excellent option where the addition of new team members may substantially alter the orientation and capabilities of an existing team, or where a key team has not yet demonstrated credible, sustained high performance levels.

Pricing: ½ Day Workshop = \$ 3,000 + HST

Service #4: Team & Mission Effectiveness Workshops

Offered onsite as full day workshop, designed for maximum of 12 participants with 1 facilitator.

- ✓ Covers complete content of the ½ day Team Effectiveness workshop and additionally:
- ✓ Focuses on team's overall mission (organizational or business objective) and develops specific strategies and tactics for driving measurable improvement in overall mission effectiveness;
- ✓ Attractive to those teams that are under significant pressure to improve their measurable performance, whether driven by internal groups/mandate, or through pressure applied by external group (eg: customer, supplier, stakeholder).

After the initial workshop, continue the momentum by engaging the team in ongoing individual coaching and group facilitation. We can customize an offer for you.



Pricing: Full Day Team & Mission Effectiveness Workshop = \$ 5,000 + HST

Service #5: Organizational performance “turbo-charger”



- ✓ This innovative service ties together all our employee engagement, team performance, and mission clarity/effectiveness tools and methodologies to help an organization drive a significant (25% to 40%) sustainable performance boost in a specific key (business) indicator within 2 fiscal quarters;
- ✓ Service is customized to the client's specific performance improvement requirements and is offered at a fixed price tied to the actual ROI delivered by the initiative;
- ✓ Further pricing and scoping information is available on request.

Service #6: Custom-designed Engagements

Over the years, the Career Constructors team has designed and delivered dozens of customized engagements for their many client companies, including:

- ✓ Design and facilitation of single-day and multi-day strategic offsite retreats;
- ✓ Facilitation of annual strategic planning and AOP (Annual Operating Plan) process;
- ✓ Business process design (BPR) workshops for simplification and improvement of key business processes;
- ✓ Design and development of new revenue generating capabilities, including channel building and new product & service offerings;

- ✓ Design and development of new organizational capabilities, including operational processes, management control systems, and key metric dashboard developments.



“Our client results continue to confirm that more engaged employees create better performing teams which in turn deliver stronger financial & operating results.”

Start now & increase your ROI by up to a factor of 3 to1!

If you operate your facilities in the Province of Ontario, you are likely eligible for up to a 2/3 rebate of your training and development investment through the Canada-Ontario Jobs Grant (COJG) program. Career Constructors’ training & development programs qualify under COJG, and we’ll help you with the necessary paperwork so you can get your rebate in a timely fashion.



Why train? As Toyota states: “We train people so they can solve bigger problems.”

Tim Ragan | owner | executive facilitator | performance engineer

Tim Ragan is owner and CEO of Career Constructors.

He and his team bring deep personal knowledge of what it takes to navigate and thrive in industry and organizational upheaval; to deliver successful projects in rapidly changing environments; to help teams and senior leaders enhance their strategic clarity, business model simplicity, and operational execution, and to deliver meaningful bottom-line results.

Tim spent 20 years in varied operational and business roles with four global multi-billion dollar companies, including as CEO of a technology start-up. For a further 15 years he has operated as an independent consultant working closely with dozens of CEO’s, business owners

and their leadership teams in their drive to improve all aspects of employee, team, and organizational performance.

Tim has a B.Sc. in Engineering and an MBA. He has taught university courses in Business Process Redesign (BPR), International Business, Governance, and Strategic Marketing courses at both the undergraduate and graduate levels.

He has published two business-oriented books and actively volunteers for a number of organizations that are focused on helping individuals at all levels improve their professional skills and opportunities.

For further information about our services and to book a consultation or specific service, please contact Tim Ragan: tragan@careerconstructors.com

