

# Q DOT

Rico Peña

[www.myproq.com](http://www.myproq.com)





# Contents

# Introduction

At QDOT, we empower organizations to foster a result-centered approach to management, leadership, and performance. As a byproduct, these companies and organizations are able to use these results to exceed their vision and strengthen their sense of unity.



# The Human Element



## SOLUTIONS

Our solutions are customized to fit both your team and your unique business reality in a natural way. This offers a significant competitive advantage because we avoid trying to fit your challenges into a narrow set of core competencies.



## SUCCESS

Our success is built upon the accomplishment of our client's goals. It's pivotal we serve as adjunct advisers to their agenda without imposing our own priorities. We believe they should generate the business model and work to evolve their own skills into extraordinary abilities with our intensive coaching and guidance. In turn, the result will be shared ownership across the team to exceed the personal and organizational vision set forth.



## VALUES

We are a group of experts passionate about developing the human element of business. We are committed to helping every customer increase the income, influence, and impact of their business in the marketplace. We believe that optimizing human potential, increasing happiness, and maximizing the quality engagement of people provide superior solutions for understanding, developing, and improving culture.

# Our journey together is simple.

We determine what your desired goal is, where you currently stand, and what obstacles are keeping you from achieving it. Based on our findings, we'll then define the best steps and strategies to overcome the obstacles keeping you from moving forward and accomplishing your goal.

In our experience, there are three major and often unseen obstacles: people, processes, and performance.

Once the gaps are identified and corrected, you can be a more proactive and reverse engineer focusing on the big picture and “high gain” activities to measure if you're getting closer or farther away from your goal.



# 3 Pillars of Growth



## PROCESS

Having a designed, proven process that sets your people and business up for success is the most important pillar of growth. Onboarding, training, mentoring, and measurable performance can truly be the lifelines of any business. When organizations omit this logical approach for their essential areas, they lose money, time, and market share.



## PEOPLE

Once you have the right process in place, you can determine the role, culture, and client needs when hiring. You can engage, design tailored training, and measure results consistently to effectively shorten the learning curve. This is where human capital makes the difference. Your human capital will align with the company's values, culture, and leadership.



## PERFORMANCE

Once you have an effective process and the right people, you can develop standards that create a predictable performance which means you will drive creativity and innovation while staying ahead of trends.



# How we do what we do

High-level step-by-step process

- Develop business growth strategies and ensure tactical execution
- Reduce workplace stress & improve productivity
- Train new leaders on how to lead effectively
- Reduce the learning curve for new hires
- Provide scientific analysis of team and leadership to improve cultural efficiency
- Create effective sales strategies that increase client engagement
- Reduce the guesswork of hiring the best talent
- Provide highly interactive training that creates action and results

# Program Outlines

## Communication

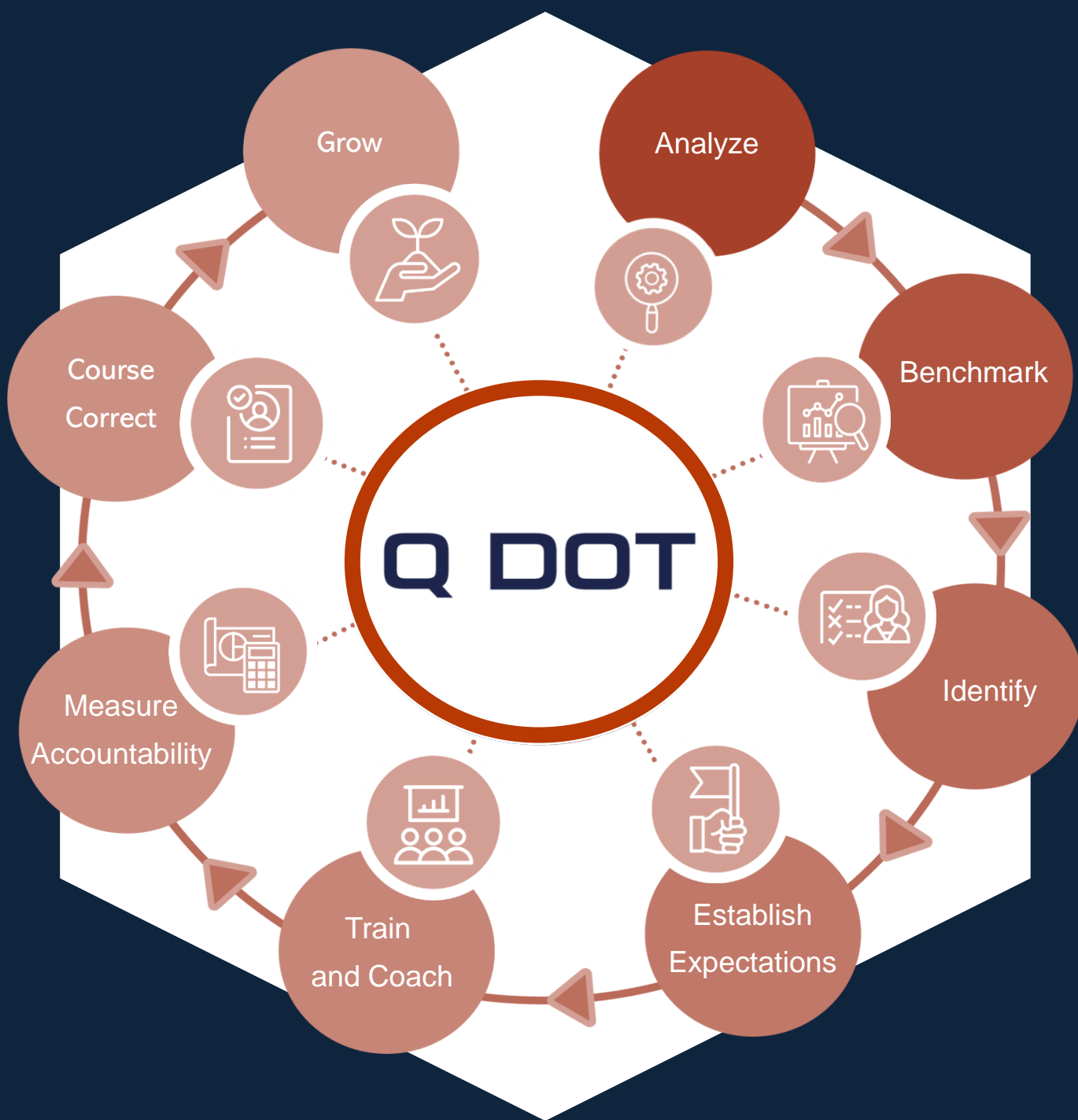
- Presentation skills: sales, leadership, & peers
- Virtual selling
- Difficult conversations
- Behavior and body language for leadership & team performance
- “The keys to connecting & communicating with anyone”

## Team Engagement

- Overcoming & preventing team dysfunctions
- How to encourage team performance
- 360 onboarding: be confident of your hire every time
- How to create the best environment for success
- Virtual leadership: the next frontier

## Strategy

- Higher productive business model
- Sustainable cash flow & growth
- Devoted repeat clients
- Right message, right client, greater growth
- Effective & clear value messaging that increases sales



# Methodology

We determine what your desired goal is, where you currently stand, and what obstacles are keeping you from achieving it. Based on our findings, we'll then define the best steps and strategies to overcome the obstacles so you can accomplish your goal.

# Step by step

## Methodology



### ANALYZE

We start with understanding your process, business model, expectations positions, systems and workflow. We then conduct discovery with all the appropriate personnel to better understand their perspective of their job, expectations and environment, gaps and best practices.



### BENCHMARK

We use a benchmark to create a clear profile of what the position requires in order to perform consistently at a high level. We look at behaviors, motivation, ability to learn, ideal environment, and drive.



### IDENTIFY

Once the benchmark is completed, we can then assess the current employees to ensure they are in the right seat and have the proper tools to thrive in the environment they are in. This will ensure that skills, experience, motivation, and cultural fit are in alignment with the job's requirements for success and longevity.



### SET EXPECTATIONS

Necessary for each position. These are important for the proper introduction and training of new hires as they will be the standards by which they are measured. This also implements acceptability measures for managers to create better processes and identify key areas of improvement.

# Step by step

## Methodology



### TRAIN & COACH

All of our bespoke training is based on the information gathered in the analysis step and the data collected in the benchmark, interviews, and executive sessions. Once the managers and leaders have been trained, we then create a cadence that suits the natural organization for ongoing reinforcement and coaching.



### MEASURE ACCOUNTABILITY

During the benchmark phase, we establish key accountabilities as well as the percentage of time spent in specific areas. This helps to determine areas of priority and measurable results that should be reached if specific actions are followed. Metrics such as time, quantity, or accuracy are used to establish norms, best practices, and standards that will ensure success.



### COURSE CORRECT

During coaching calls and quarterly meetings, we constantly monitor and measure milestones. This allows us to recognize gaps or areas of slow movement in order to course correct. This is also applicable in the process of hiring, execution, and productivity.



### GROW

Connect the dots, bridge the gaps, and exceed your vision. With all the tools and people in place, you will evolve and grow which in turn brings new challenges. We make sure you are prepared to thrive in all stages of growth and that you are able to adapt nimbly regardless of the disruption or challenge you may face.

# Our Method



How do you adapt?

Why you do what you do?

What is your natural focus and priority?

What your natural skills are?

# You're in good company.



# Awards & Recognition



QDOT is an award-winning and globally recognized organization.

Areas of Expertise

How we execute Custom Solutions

Results: What You Will Gain

# Customer Business Challenges



You



Initial Assessment  
We listen to your challenges & desired outcomes



Facilitation/Training

Hiring

Sales

Leadership



- Devoted Customers
- Powerful Message
- Dedicated Employees
- Increased Closings
- Engaged and Productive Teams
- Increased Customer Satisfaction & Referrals
- Predictable Cash Flow

# Summary

At QDOT, we believe in giving 110%. By using our innovative and time-tested methodology, we help organizations transform their leadership and organizational success. We thrive because of our experience, knowledge, and the great team behind our service. As our CEO says, “We thrive in transforming, companies, leaders, cultures, and teams in ways they never thought possible.”



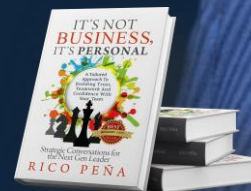
# The Full Story

In August 2007, QDOT was formed to assist corporate, government and nonprofit organizations reposition their team's approach to problem-solving by prioritizing the people who enhance their culture and their business reality. Since its conception, it has become an award-winning and sought-after consulting, facilitation, and training organization.

QDOT provides a scientific assessment that removes the guessing game hiring and offers a result-centered approach to management, leadership, and performance. Our national and international clients have seen the results serve as a catalyst for their organizational transformation. As a byproduct, these companies and organizations are able to use these results to exceed their vision and strengthen their sense of unity.

Our clients, including Cox Communications and Delta Airlines, have implemented our firm's philosophy for success - Process, People, and Performance- to further heighten their company culture. This approach has made QDOT an award-winning and sought-after strategic resource for some of the largest companies around the world.

*Rico Peña*



President/Best Selling Author/Master Facilitator | 770-616-8080 | [rico@penaglobal.net](mailto:rico@penaglobal.net)



# Thank you

Rico Peña

[rico@penaglobal.net](mailto:rico@penaglobal.net)

[www.myproqcom](http://www.myproqcom)