

## Dishnow & Associates

We are experienced professionals with proven abilities who can help your business:

- ▮ Develop *People* skills and innovative teams
- ▮ Enhance your business *Processes*
- ▮ Improve your company's financial *Performance*



**We will**

- *listen to your business needs*
- *create focused solutions*
- *consult, train & deliver results*

**Imagine...**

**...all of your people  
continuously improving  
their skills and working as a  
team to achieve your  
business goals.**

## We help your organization with

### Strategic Development

- ▮ Executive Briefing Seminar
- ▮ Organizational Strategic Analysis
- ▮ Corporate Strategic Planning

### Marketing & Sales

- ▮ Market Needs & Competitive Analysis
- ▮ Develop Strategic Market Initiatives
- ▮ Create Customer Value
- ▮ Optimize Sales Channels & Resources
- ▮ Train Personnel in Successful Sales Skills
- ▮ Strategic Sales & Account Management
- ▮ Team Skills for Customer Solutions
- ▮ Effective Negotiation Training

### Human Resources

- ▮ Human Resource Audits
- ▮ Research Recruiting
- ▮ New Hire and Promotional Assessment
- ▮ On-Site Human Resource Services
- ▮ Employee Handbooks

### Personnel Development

- ▮ **INTERACT** Personal Strengths Profile
- ▮ Leadership Development
- ▮ Coaching for Managers / Supervisors
- ▮ Team Skills Training
- ▮ Human Performance Feedback
- ▮ Motivational Presentations for Leaders

### Quality Operations

- ▮ Safety Assessment / Training
- ▮ Continuous Improvement Process
- ▮ LEAN Manufacturing
- ▮ Six Sigma Process
- ▮ ISO Standards Assessment & Implement
- ▮ IT Program Management
- ▮ Maintenance & Reliability Solutions
- ▮ Strategic Purchase Management
- ▮ Electronic Supply Chain Management
- ▮ Resource Allocation Management
- ▮ Health Care Systems

## Dishnow & Associates

We are proven executives who will commit to your company's success. We invest time and energy to fully understand your business issues and use our experience to help you create focused solutions for your unique business needs.

### Contacts:

#### **(Call, E-Mail or Visit Website)**

Contact Dishnow & Associates to discuss your business needs. We will respond immediately with the appropriate resources to review and assist with your situation.



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## A Proven Record of Solutions

### People Development

*“Situational Leadership (D1-D2-D3) Model gives us a simple consistent approach for everyday leadership. Everyone understands the language, the system and most importantly the expected results in the mill.”*

Joe Maher - Senior V.P. & General Manager  
UPM Blandin Paper

*“**INTERACT** Profile helps people identify their predominant communication styles under favorable and adverse conditions. It benefits them in interpersonal communications.”*

Joe Maher - Senior V.P. & General Manager  
UPM Blandin Paper

### Process Enhancement

*“The analysis and subsequent strategy allowed us to improve our approach to selling. Helped us identify and focus on competitive advantages, increased our awareness of market share potential and guided in developing a plan to further penetrate those markets.”*

Jim Grimes Jr., V.P. Operations, Apollo

### Performance Improvement

*“John Schaefer, with his unique ability to work with diverse groups and probe at all levels, has facilitated a variety of teams over a ten year period resulting in significant positive organizational change. Examples of team responsibilities include: Visioning and Strategic Planning, 5s process improvement and creation of a Gainsharing plan that enhanced business performance and was embraced by all employees.”*

Mark Young, Vice President, Horner Flooring

## Dishnow & Associates

We provide experienced professionals to help firms create positive change that improves the **effectiveness and efficiency** of people to improve business operations. You can use our proven skills, processes and training techniques to help your firm

- Develop **People**
- Enhance **Processes**
- Improve financial **Performance**



## **ENERGIZE Your Resources**

### Contact

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# Improve Your People Process Performance