



## GARD EXECUTIVE CONSULTING, LLC

applying  
behavioral science  
to enhance  
executive and organizational  
performance

### **The Dangers Facing a New Team . . .**

A NASA workshop found that 88% of General Aviation accidents are the result of flight crew failures in:

- **Interpersonal communications**
- **Decision making**
- **Leadership**

NTSB analysis of air carrier accidents from 1978 to 1990 found that **73% occurred on the first day the crew was flying together**, and 44% occurred on the first flight leg of the crew's first flight together.

One South Dearborn, #2100  
Chicago, IL 60603

phone: 312-787-9620

e-mail: [drlgard@gardexec.com](mailto:drlgard@gardexec.com)  
Web: [www.gardexec.com](http://www.gardexec.com)

## **How can your company launch anew without crashing on takeoff?**

Companies that successfully weather the current economic storm are likely to undergo dramatic transformation. New roles will get created, new teams will be formed, and new responsibilities will emerge – as will new questions: Who is best suited for which position? What are the competencies needed to succeed moving forward? And most important,

### **How do we galvanize ourselves around a new model since reorganization is bound to highlight and amplify unrecognized fault lines and unspoken conflicts?**

Gard Executive Consulting offers the following services for firms that are reorganizing or restructuring . . .

#### **Identify and Prepare Individuals for New Roles**

- Assess existing bench strength. Identify high potentials based on the specific competencies required by the new organization.
- Coach executives, managers, and technical professionals to help them adapt to changing circumstances and new demands.
- Build partnerships between and among newly formed executive team members.
- Provide pre-retirement coaching services for those who may step down as a result of the reorganization.

#### **Troubleshoot**

- Turnaround derailing individuals whose expertise is needed.
- Prevent unwanted exits of key team members.
- Resolve unforeseen conflicts that emerge as individuals react to a new culture, new structure, new responsibilities, and new reporting relationships.

**Call Dr. Larry Gard at (312) 787-9620 to begin a confidential discussion about how to make the most of your reorganization.**