



## TEAM ALIGNMENT

More than a traffic cop, a true facilitator researches your team, your industry and your current and future needs and designs a program based on your intended outcomes that addresses the tough issues, creates clear direction and strategy and inspires action with accountability.

Dean Savoca's proven method of facilitating strategic retreats is based on his executive coaching methods, his extensive education, and his innate ability to recognize the pink elephants in the room, address them head on, resolve the issue and move forward with intention.

Our facilitation model is a four-phased approach which includes:

- **Data collection** – may include informational interviews, cultural surveys, assessments and review of organizational materials.
- **Session design** – a customized program, based on proven methodologies, is designed to ensure that outcomes are achieved. Consideration is given to communication and behavior styles of attendees, group dynamics, and any corporate/team sensitivities.
- **Alignment session** - a productive time with an atmosphere that is engaging, respectful and focused on collaboration and building trust. A clear vision is set, core strategies are identified, barriers are discussed and resolved, and team members are inspired to commit to actions with accountability. Dean often includes modules based on his keynote messages.
- **Implementation and Follow-Up** – a step often overlooked, we hold debrief strategy session(s) with key stakeholders to ensure momentum continues after the retreat and objectives are achieved.

*There's a big difference between facilitating and **facilitating well**. Dean understands what it takes to **strategically guide** a session and its participants to achieve the established objectives.*

-- Shawna Suckow, CMP, Founder & President  
Senior Planners Industry Network

*Dean has **incredible listening skills** and an **uncanny ability to think on his feet**, both of which make him very well suited as a facilitator.*

Heather Hartland, CMP, CMM, Senior Sales Manager  
Colorado Convention Center

*Both our board and our staff have come away from our work with Dean with a new-found understanding of each other, improved communication, and a **renewed focus and purpose** on our mission.*

Ron Kruzel CAE, Chief Executive Officer  
National Board of Surgical Technology and Surgical Assisting (NBSTSA)"

*Not only did we meet our goals, **we achieved them more quickly** than we anticipated. Dean uses a scientific approach designed to achieve results - and is very successful.*

Jason Pomerantz, CEO  
NAI Shames Makovsky

*Two years into using Dean Savoca and you wouldn't recognize our company. We have **set, achieved and EXCEEDED our goals**.*

Danielle Phippen, Partner  
ACCESS Destination Services



[Dean Savoca, M.Ed., BCC, CSP™](#) is *the* performance development partner for leaders who want highly-effective teams that are focused, aligned and inspired. Simply put, Dean helps leaders coach their people. A 25-year veteran of the meetings and events industry, Dean combines an early career in hospitality sales and operations with a Master's Degree in Organizational Performance and Change, and has spent the last 15 years speaking, training and coaching on leadership and development. He helps people identify the core issues they face daily that impact performance development, people management and team alignment – and rallies them to action, *often right there in the room*. ***The result is a better bottom line*** – boosted by improved performance, higher productivity, and more cohesive teamwork. Dean is a board-certified coach and has conducted more than 10,000 executive coaching sessions. He is also a Certified Speaking Professional™, conferred by the National Speakers Association, and actively involved in several industry associations.