

# “The biggest barrier to IT success: Talent

Talent has now been recognized globally as **the single biggest issue standing in the way** of CIOs achieving their objectives.”

~ Gartner

## Strategic IT Issues

**Employee Turnover:** The attrition rate of disengaged employees is **12x higher** than highly engaged employees over the period of a year. ~ Glint

**Replacing Resources:** Cost of replacing mid-level employees: **150% of their salary**.  
Cost of replacing high-level or highly specialized employees: **400% of annual salary**.

~ ERE Media



Gallup defines **engaged employees** as those who **work with passion and feel a profound connection with their company**. They drive innovation and move the company forward.

Companies with high levels of employee engagement are:



more  
productive



more  
profitable



less  
turnover



less  
accidents



lower  
absenteeism



**10% higher**  
customer satisfaction

**and**



**41% fewer**  
product defects

# Our Purpose

We exist to enrich the lives of leaders and employees who in turn are passionately motivated to help the organization.

## Why partner with us?

### Organizational benefits include:

- **Employee retention increases** as employees find meaning and happiness through work.
- **Productivity grows** as employees cooperate more by removing personal barriers.
- **Creativity blossoms** as individuals discover and contribute their unique talents.
- **Quality improves** as employees are passionately committed to doing the right thing.
- **Innovation expands** from employees who are encouraged to share ideas.

**“One person with passion is better than forty people merely interested.”**

~ E.M. Forster

## Employee and Leadership Development

### Workshops and One-on-one Coaching

- Emotional Intelligence
- Stress Management
- Interpersonal Skills
- Executive Burnout
- Work Life Balance
- Mindfulness

Workshops can be customized to meet your organization's strategic goals.

# What Makes Us Unique?

A diversified workforce requires a compassionate approach.

**Multicultural** We have worked and lived globally. When international teamwork is the norm, training requires a cooperative and purpose-driven approach to enhance multicultural productivity.

**LGBTQ** With years of experience working within various LGBTQ+ communities, we enhance and expand the contributions of this highly creative workforce.

**Conscious Business** Inspiring though purpose and internal awareness are significantly more effective ways to develop employees.

## Who We Are



Alfred Ricci, MBA

Alfred has 20+ years of international corporate experience and over 10 years of facilitating training and self-development workshops. His experience includes proven results in 23 countries leading global teamwork across business, technical and operations environments. Alfred's projects and clients have included Deutsche Bank, Experian, Union Bank, European American Bank, GE Capital Bank, Bank Austria, Ernst & Young, Nokia and Bell Canada.

Teyhou Smyth, MA (Soc), MFTI

Originally from the United Kingdom, Teyhou holds a Masters in Sociology from the University of London, a Masters in Marriage and Family Therapy from the California School of Professional Psychology and has 2,000+ hours of counseling in the US. She is experienced in counseling on a variety of issues including family/divorce, life transitions, self-confidence, addiction, eating disorders, anxiety, depression, trauma, PTSD, immigrant assimilation as well as specializing in LGBTQ issues.



# Workshop and Coaching Endorsements

EQ (emotional intelligence) training allowed me to take a targeted approach to increase my capacity as a leader.

Troy C., MBA, Bell Operations Manager

I would definitely recommend the EQ training program to anyone interested in personal and professional growth.

Jackie P., Bell Leadership Program

Alfred was able to set me on a journey that has changed both my professional and personal life.

Heather T., B.S.W. D.Jrnl., Peel CAS Team Lead

I can proudly say that I am well on my way to becoming that leader that I always admired.

Lisette P., Peel CAS Team Lead