**Four Offerings**

**Trust Building Management Trainings and Team Building**

**Adaptive Leadership Training --- Marco**

**The most important leadership commodity in any organization is trust.**

**It takes years to build and a moment to break.**

We are experts at rapidly establishing trust with our clients and helping them establish trust with their peers. Our trainings, designed using the latest findings in neuroscience, are 90 minutes, short enough to be digestible for your staff and integrate into their workday and be immediately applicable to their daily job.

Our process is simple, the first 15 minutes we set the frame for the new knowledge. The next 45 minutes we teach one concrete tool and practice using that tool to make the knowledge immediately impactful. The final 30 minutes is devoted to the group identifying the challenges inherent in their system and using the tool to collaboratively design solutions to preempt them.

**Coaching**

**When you coach a leader you are by extension coaching their team,**

So, we have found in-the-moment data collection on leader/team dynamics to be an incomparably rich foundation for effective coaching of leaders and their teams. With this high-impact approach, we observe leaders and their teams interacting in their regularly scheduled weekly business meetings, we give real-time feedback to the team and follow-up with 1:1 developmental coaching sessions with the leader. Through a 3 to 12 month engagement that includes targeted leader coaching, as well as spot coaching for team members, plus the design and facilitation of quarterly off-sites, expect dramatic—even exponential—improvement in the effectiveness and satisfaction of leaders, their teams, and the whole organization.

**Diagnosing Your Organization**

**If you want to get to where you’re going, you first need to know where you really are.**

We skillfully and productively surface the unspoken conflicts and misalignments in and across teams that are getting in the company’s way. We discover what the concrete, day-to-day blockers are to the organization’s mission and goals. Then we drill down to the underlying patterns to find the essential issues and present these to the executive team. Based upon this information we advise executive teams on how to build and maintain the company culture that will best move the organization forward.

**Achieving Breakthroughs ---**

Based upon the research in Judah’s book, *The Breakthrough Myth,* this program brings together the best tools from the biggest innovators to help your leaders and teams have big, game changing breakthroughs. Rather than talk about geniuses and their special processes this program offers specific, concrete tools for individuals and teams to use immediately to increase their chances of breaking through whatever may have been blocking them. By assessing the members of your team we customize the tools to be most effective for your people.

**Landing page**

Drawing on our knowledge and experience in brain science, complexity, design thinking, and transformational leadership we deliver breakthrough results.

**About Us**

Brothers for life and friends for twenty-five years Dov, Judah and Allan have been working so closely together for so long that they finish each others sentences and have come as close to merging their three cognitively diverse brains into one giant repository of knowledge, ideas, and innovations. Working so closely and seamlessly together they model the important values of communication and collaboration that they impress upon their clients.

We believe that our ability to handle complexity and work together in groups is going to determine the future of the planet.

Riverene Leadership, building the next generation of effective leaders.

QUOTES to come but you can use ones on the old site

BIO’s – use ones from old site

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