

# *DOBSON ASSOCIATES*



HUMAN PERFORMANCE  
CONSULTANTS

*WELCOME*



BY

FRANK DOBSON

PRESIDENT

# *DOBSON ASSOCIATES*



We are a “forward thinking” Human  
Performance and Development  
organization. Our emphasis is on  
Development.

# *DOBSON ASSOCIATES*



We offer a complete range of “people focused” training, and skills development workshops.

# *Change Agents for the Future*



The workplace and the workforce are rapidly changing. This will require every organization to realize the full potential and competencies of each employee.

# *Change Agents for the Future*



Attitudes, relationships, and leadership skills must be honed to a keen edge for a company to compete and to survive in the global economy of the future.

# *TO OUR CLIENTS*



Dobson Associates offers our clients  
the depth and breadth of our  
knowledge, experience, and personal  
commitment to excellence in meeting  
your organizational goals.

***CUSTOMIZED AND  
TAILORED TO MEET OUR  
CLIENTS NEEDS***



All Human Performance and  
Development Workshops &  
Programs are designed to meet our  
clients needs.



*John F. Kennedy once said,*

“Leadership and learning are  
indispensable to each other.”

# *CORPORATE FOCUS*



## *VISION*

Our vision is to create a better future  
for people by improving the quality  
of their lives through Knowledge and  
Leadership.

# *CORPORATE FOCUS*



## *MISSION*

To create for our clients a safer working environment that is focused on Collaboration, Contribution, and Service.

# *DOBSON ASSOCIATES WILL:*



- Deliver the services our clients require.
- Build trust and operate with integrity.
- Leave a lasting “Positive Impact”.
- Create a respectful, open-minded, and trusting environment in which to learn.
- Strive to eliminate the defensive, selfish, and adversarial aspects of the workplace.

# *PEOPLE..... MAKING ALL OF THE DIFFERENCE*



At Dobson Associates we are all about people making all of the “difference” in their organizations.

Learning by “Leading by Example,” living the role as a “Servant Leader”, and showing others how to become “effective” Leaders.

# *PEOPLE.....ARE ALL ABOUT TEAMS*



People work well in Teams.  
Collaborating, Communicating,  
Planning, Developing, Implementing.

Attaining the Visions and Goals of  
their organizations.

*DOBSON ASSOCIATES.....*



WE ARE ALL ABOUT HUMAN  
PERFORMANCE

&

DEVELOPMENT...

THAT WORKS FOR YOU!

# *CLIENT SERVICE OFFERINGS*



- Consulting in Organizational Development and Personal Growth.
- Safety, Health, and Ergonomics Training for Occupational and Industrial arenas.
- Business Leadership Training Programs.
- Coaching for Business and Personal needs.
- Instructional Design, Facilitation, and Interactive Program Development.



***BUSINESS LEADERSHIP...  
RIDE THE WAVE INTO THE  
FUTURE***



At Dobson Associates we believe that Leadership has become the “In” word for the 21st Century.

# *THE “NEW LEADERSHIP”*



The “New Leadership” requires new behaviors, new roles, and new attitudes by every employee in every organization around the world.

# *OLD STYLE OF LEADERSHIP*



The “Old Style of Leadership just  
won’t cut it in the 21st Century.

The “New Work Culture” has  
evolved from the “Old Style.”

# *THE “NEW WORK CULTURE”*

The “New Work Culture” is primarily focused on the rapid pace of change.

Changing work, changing society, changing people, not to mention the “Information Overload” we all experience (TMI—too much information)


# *THE NEW ..... SHARED LEADERSHIP*

A new leadership is required to respond effectively to all of these changes.

“Shared Leadership”


The “New Leaders” will have to share their responsibilities.

# *THE SECRET..... EMPLOYEES*




The Secret is employees (at all levels)  
willingly receiving their share of the  
“New Leadership”.

# *LEADERSHIP OPPORTUNITIES*



Greater freedom and leadership opportunities will be the expectation of all workers in the 21st Century.

# *SUCCESS.....*



The success of individual's careers and  
the success of organizations will be  
dependant upon everyone taking  
responsibility.



# *SHARED OWNERSHIP & SHARED LEADERSHIP*



Shared ownership and leadership of a company's vision, mission, and goals will result in leaders sharing power for a stronger, more competitive position in the global economy.

# *POEM ON LEADERSHIP*

*by R.L.SHARPE*

“Isn’t it strange that Princes and Kings  
and Clowns that caper in sawdust rings,  
and common people like you and me, are  
the builders for eternity?

Each is given a bag of tools, a shapeless  
mass, a book of rules, and each must  
build, ere life has flown, a stumbling  
block, or a stepping stone.”

**DOBSON ASSOCIATES.....**

**The**

**Name You Think of....**

**When You Think....**

**HUMAN PERFORMANCE....**

**That Works for You!**



*Thank You for visiting  
our Web Site*

*Frank Dobson*