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bigonleadership.com

Helping people manage
relationships for extraordinary results

WE DEVELOP YOUR SUCCESS SKILLS FOR

Behavioral interviewing

Recognizing positive behavior

Managing difficult behavior

Coaching for performance

Documenting behavior

Working with behavioral styles

Training team members

Leading effective meetings

"It has only been three days since your seminar and I have already seen positive and measurable results. The value we received far outweighs the investment we made."

Ron Neville, Regional Sales Manager

"I personally think you are one of the best facilitators of major meetings I have seen. You keep it moving, make it fun, and get everyone involved."

*Paul Glenn
Habits of Highly Effective People Facilitator*

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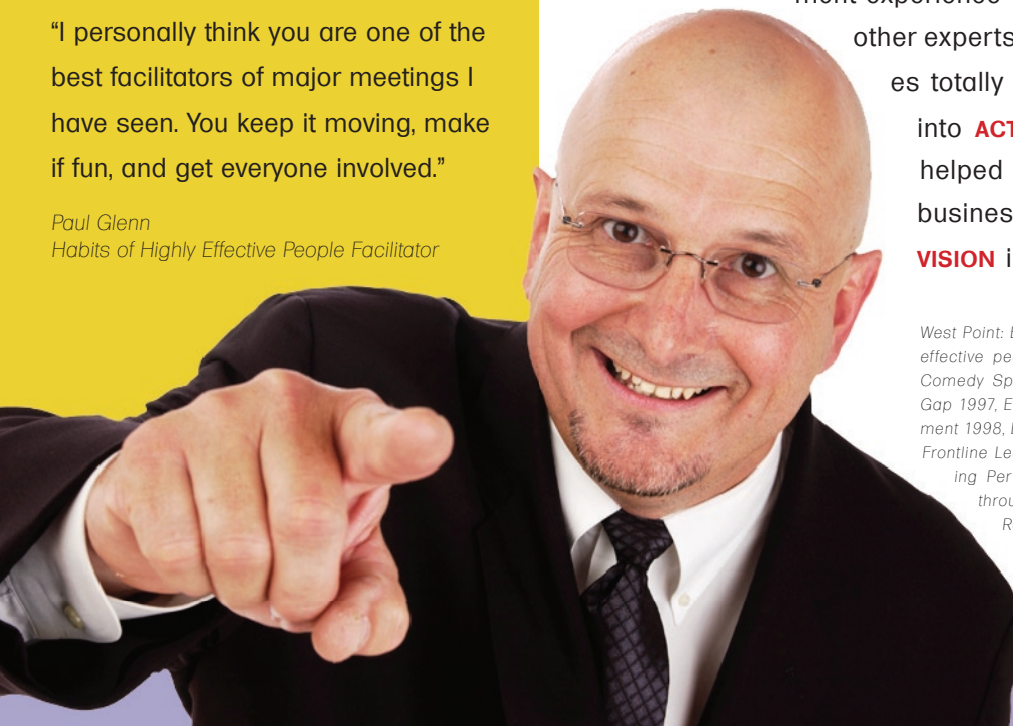
BIG ON LEADERSHIP

BIG on Leadership brings our clients an alliance of experienced international speakers and trainers who deliver **FUN, INTENSIVE LEADERSHIP WORKSHOPS** in a relaxed setting. These include ranches, resorts, and other unique facilities where attendees work their butts off yet have fun doing it! We help you attain public and private wins to make you and your company truly successful.

Doug is an **INFORMATIVE, ENTERTAINING,** and **INSPIRATIONAL** speaker who encourages people to live life intentionally and abundantly. His audience involvement and speaking style blend his experience as a family man and his reputation as a trusted business mentor to help people perform more effectively.

Drawing from over 25 years of professional, supervisory, and management experience—and capitalizing on the experience of other experts—Doug specializes in getting audiences totally involved. He helps people put **INSIGHT** into **ACTION** for extraordinary results. He has helped executives, leaders, engineers, and business professionals all over the world turn **VISION** into **MEASURABLE RESULTS**.

West Point: Engineering and military science 1976, Seven Habits of highly effective people facilitator Certification 2004, The Humor Project 2003, Comedy Sports Improvisational comedy workshops 1998, Stand in the Gap 1997, Effective Financial Management 1998, Crosby Quality Improvement 1998, Effective writing 1998, Effective Negotiating 1987, Zenger Miller Frontline Leadership 1987, Juran On Quality Improvement 1985, Increasing Performance through leadership 1984, Managing Performance through standards and objectives 1984, Managing Interpersonal Relationships 1984, Building Organizational Fictiveness 1984.



SPEAKER . TRAINER . COACH

Half-Day Sales and Management Team Workshops

BEHAVING PROFESSIONALLY WHEN PEOPLE PUSH YOUR BUTTONS

- For managers and professionals that work with people
- How to be effective when people are being a pain in your neck
- Understanding that it is not our job to change people
- Simple steps for being respectful and being respected so we can get on with business
- The principle of strength under control

BEING A COACH

- For managers, supervisors, and team members
- How to inspire, encourage, and challenge people
- How to effectively recognize good work
- How to effectively address bad work
- Challenge people that may be on a dead-end road because of behavior

DISCIPLINING DAILY TO BUILD UP YOUR PEOPLE

- For managers and supervisors
- Why discipline has a bad reputation
- Common disciplinary pitfalls like avoidance and saving it for performance appraisals
- How to get people to correct their own behavioral problems with your encouragement
- Simple methods for proper documentation
- Steps for conducting disciplinary sessions and using progressive discipline with employees
- A system for writing disciplinary action memos that stick to the facts and communicate clearly



RESULTS

Employee retention

Improved
organizational skills

Inspired productivity

A team that thinks
you're cool

VISIT

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