{Jim picture} Jim Parker here, and I'd like to thank you for visiting my website! As a speaker dedicated to the topic of teambuilding, I have helped numerous organizations decrease turnover and increase overall job satisfaction for all parties. Please see below for a recent interview that I hope will answer your questions about me and what I can do for your organization.

**What is your area of expertise?**

My expertise is inspiring people to discover their magnificence, teaching them to communicate better with others, and helping them build strong connections with their colleagues. The way I do this is through one-on-one coaching as a Master Certified Coach, along with options that involve working with the whole team, such as group coaching, teambuilding exercises and presentations on communications and leadership.

**What challenges do you help organizations overcome?**

My experiences have helped me discover a passion for working with organizations to help them understand and overcome the challenges that come from 4 active generations – Veterans, Baby Boomers, Gen Xers, and Milennials – being in the workplace at the same time. Because these generations communicate in very different ways, it can at times be difficult for them to understand each other, leading to miscommunication, frustration, and lost productivity in the workplace.

**How do you overcome these challenges?**

I have combined my passion for working with the generations with my training as a Certified Inspired Learning Facilitator and Certified Behavioral and Values Analyst. This gives me a 3-pronged approach to my work. I create safety by using the Inspired Learning Model of teaching, and I develop self-knowledge within each participant through the completion and thorough review of the TTI Success Insights Behavioral and Motivators surveys. When employees have self-knowledge of their own communication styles, along with those of their colleagues, they can begin to work better as a team. Additionally, my research into the 4 generations has enabled me to provide the missing piece to the puzzle in today's work environment – effectively combining 4 very different generations into one organization.

**What is the Inspired Learning Model?**

The Inspired Learning Model offers a safe, unique method of teaching others new skills and techniques. The Inspired Learning Model operates with the belief that all learners have the ability to be rejuvenated and their innermost passions re-ignited – so they can excel in their current positions. I have successfully used the Inspired Learning Model to improve morale and bring new focus to the workplace.

**How long have you been speaking on this topic?**

I have been presenting on teambuilding through the use of TTI Surveys for over 12 years. Four years ago, I added the Inspired Learning Model into my presentations, and two years ago, I realized the need to include generational differences and challenges into my presentations as a way to build the most effective teams and gain the best results in a modern-day workplace.

**What type of organizations do you work with and/or present to?**

I work with small- to mid-sized businesses, corporate clients and the Federal Government.

**What are the benefits of hiring you to present to my organization?**

**For the leaders of the organization:** The biggest complaint I hear from organization leaders is that they wish their employees could get along better. They continually hear complaints from older workers about how hard it is to work with the youngsters coming into the workplace (Generation Y, also known as Milennials). Conversely, this younger generation feels shut out in many organizations - they are told they need to get experience, but even when they already have much input to offer, they are not listened to. The benefits leaders get from hiring me is that I am able to make sense out of what is happening and provide input on how to effectively work together. This results in less turnover and more effective staff members.

**For the participants in the ranks:** The benefits for employees are that they learn how to get to know each other and form strong connections for better results as team members – leading to greater job satisfaction and increased company loyalty. Ultimately, they learn that all generations have much to offer each other when everyone is open to learning.

**For organizational progress:** By teaching teams to work together more effectively and in a more inspired way, the organization as a whole becomes more profitable by decreasing turnover and improving the efficiency of the operation.

**How did you come to be an expert on team-building among generations?**

Being the 9$^{th}$ child out of 12, I learned to be an effective mediator – a skill that has been further developed in the 8 different businesses I have owned. I have also learned that we can't just go through 16 years of school and have all the knowledge we need for life;

I believe in lifelong learning for lifelong results. This belief has me constantly studying what is new in the workplace and in life, and how things can be changed and improved. As mentioned before, adding the generational work to my teambuilding and speaking was a natural decision based on what I was experiencing firsthand with my clients.

**What is the investment involved in working with you?**

When it comes to investment, every presentation is unique and requires a proposal based on your specific circumstances. What I have discovered is that a company that invests in my teambuilding earns enough of an increase in bottom line revenue to more than cover my fees.

**Is there a way that I can sample your work?**

To get a taste of the material I cover, please sign up for my free e-course by entering your first name and email address in the sign-up form to your right.

**How can you be reached for more information?**

You can call me at 520-370-3579 or click here to email me.

**I'm convinced on the importance of bridging the gap between generations in the workforce. How can I book you for a presentation?**

Please <u>contact me</u> for a no-obligation assessment of your presentation needs.