



# Make The Shift

Sustain winning teams that reach goals, align on objectives, and relate well.

Process Improvement. Leadership Training.  
Organizational Development, Problem-Solving.  
Executive Coaching.



# Positioning People

## Finding The Fit

Your team is capable, smart and energetic. However, there are areas where communication, efficiency, and goal attainment is not where you would like it to be. Profit losses, employee commitment, and customer satisfaction issues are threatening your success.

## Getting It Into Gear

- Team Assessments
- Organizational Mapping
- Emotional Intelligence Training
- Team Alignment Workshops/Seminars
- Leadership/Management Training
- Talent Acquisition Profiling
- Sales/Business Development Training

## Bringing People Together

Establishing a thriving work culture is crucial to long-term success. Knowing how to position, inspire, motivate, and retain your talent, enables you as the leader to focus on the growth of your vision while empowering your team to reach the goals they need to reach.

## Begin The Transformation

Consider a lunch and learn session as a starting point. To learn more, set up a free consultation call or meeting. We will be glad to create a customized solution for your organization. Visit our website to get started today.



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Call: 205-614-3001



# Inspiring Improvement

## Aligning People and Processes

“Houston, we have a problem”. Problems exist daily. How the team is prepared to respond is something you need to work well. The timeline is tight, stakes are high, and the team must be flexible, focused, and ready to fulfill the request on-time with excellence.

## Planning For Success

- Team Assessments
- Design Thinking
- Systems Thinking
- AGILE Project Management
- OKR Goal Management
- Root Cause Analysis
- Emotional Intelligence Training

## Realizing Progress

The goal is the Identification of root causes, systemic challenges, and change management initiatives that then demonstrate measurable improvement over a set period of time. Take your team to the next level. Realize your goals and improve the systems of delivery that you depend on for success.

## Embrace The Change

Consider a consultation and process improvement or design thinking workshop to identify and solve problems. To set up a consultation simply give us a call at the number below or visit our website for details and information.



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# Creating Cooperation

## Oh, The Humanity

It has been said, where two or more gather there will be conflict. The inevitability of miscommunication is a great reason to give yourself and your team the communication tools to manage difficult conversations for day to day relational success.

## Connecting the Dots

- Personality / Ability Assessments
- Emotional Intelligence Tools/Training
- Conflict Prevention (Crucial Conversations)
- Problem Solving Communication
- Relational Reconciliation Mediation
- Executive Coaching
- De-escalation Training
- Diversity & Inclusion Training

## Generating Meaningfulness

Leaders can influence personal transformation by bringing focus to healthy working relationships. With the tools and services provided, team members and leaders alike can recognize potential conflict before it happens and know how to address it well when it does.

## Take The First Step

Consider a seminar or series of seminars with your HR and/or leadership team. Call us or contact us through our website for more details and a free consultation to assess how we can help you in your team building efforts.



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# Motivating The Mission

## Driven By Purpose

You want to change the world, at least the part of the world close to you. Your company or organization has a mission to fulfill and moving people to the beat of the same drum is crucial to its success. Sustainable resources, administration, and awareness for your mission drives your purpose.

## Empower The Movement

- Purpose & Vision Mapping
- Fundraising Initiatives
- Brand Communication & Awareness
- Event Creation & Planning
- Administrative Support
- Budget & Finance Management

## Walking The Walk

Consistency of message and clarity of communication brings teams together. Whether, paid or volunteer, people respond when those two aspects are in place. Knowing and communicating your “why” is the first step in aligning your people around the mission you seek to fulfill.

## Start The Journey

Consider a “Why Weekend”. This two-day seminar focuses your organization on its purpose and building a contagious fire among your people. Other options may prove beneficial as well. Send a message or contact form on our website to learn more.



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# Crafting Change

## Life Is Sticky

You know where you want to go. You have the ideas and the ability to get it done. Yet, somehow there is just a nagging feeling that there is more or that the goals are just out of reach. Maybe it is a career move you want to make or a life transition coming your way. Whatever is it you want to feel unstuck.

## Embrace The Future

Becoming Resilient Through Adversity  
Change a Habit  
Form Healthy Relational Boundaries  
Improve your Emotional Quotient  
Gain Confidence in Decisions  
Take Action on Your Dreams

## Reach Your Goals

There is no magic potion or spell that will make your goals become realities. What coaching will do is give you action steps that are progressive and measurable to bring your goals to fruition. The process works and the peace of mind that comes as you gain focus will inspire you to new heights.

## Discover Your Path

Consider a discovery call to see if our coaching process is right for you. A free 20 minute call will help you discover what our process can do for you as you consider the changes you want to make for yourself.



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# Engagement Options

## Coaching

Coaching can be a buzz word in this market environment. The distinguishing mark of a coach is action. A coach brings individuals and teams to clarity, focus and action steps that produce results.

Our Options Include:

1. Executive Leadership Coaching
2. Team / Group Coaching
3. Individual Personalized Coaching
4. Organizational Improvement Coaching

## Training

Investing in your team is one of the best ways to achieve long-term success. Getting the best out of your team means pouring good and helpful information and best-practices into them.

Our Options Include:

1. Topical Seminars / Workshops
2. Leadership Development Training
3. Conflict Resolution Training
4. HR Training (Ex. Diversity, Emotional Intelligence)

## Development

Development takes on two forms with us; people and processes. With people it includes: team, culture, leadership, and conflict resolution. With processes it includes: sales, production, and fulfillment.

Our Options Include:

1. Sales Processes and Communication
2. Business Development Execution
3. Problem Discovery / Solutions
4. Corporate Culture Discovery / Improvement

## Speaking

Dynamic, instructional, and inspirational speaking engagements are available to help your team take next steps on their journey. Bring to them practical and relatable tools for leadership and team success with one of our engagements.

Our Options Include:

1. Conference Keynote / Breakout Sessions
2. Half and Full Day Speaking Events
3. Keynotes for Occasions / Initiatives
4. Lunch and Learns

### Some of Our Clients

Mercedes Benz, US International  
US Food Service  
Southern Medical Association  
The Chamber of Commerce of West Alabama  
Hoover Area Chamber of Commerce

### We Love To Connect With

Human Resource Managers  
C-Suite Leadership (CEO, COO, VP)  
Entrepreneurs / Sole Proprietors  
Non-Profit Leadership



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# Shift Agent Stories

## Shawn Gilliam, Engineer - Mercedes Benz US International

“Glenn Lewis follows both a systematic and heartfelt way of connecting with people first, so he can help them solve their problems second. He always puts people first which is the key to success in dealing with both individual and team environments. I highly recommend Glenn Lewis and his work as a potential solution finder to your own team’s concerns”.

## Randy Glick, Executive Director - Southern Medical Association

“Glenn quickly gained understanding of our business and our market. He then helped us define and coach internal stakeholders into their proper roles in support of our plan. He helped us develop, and implement a broader strategy for obtaining new business and helped organize our team to ensure we were all all working towards the same goals.” -

## Britton Neal, Entrepreneur and Corporate Executive

“Every coaching session I have had with RedShift has given me insight and understanding how I may better process and improve the way I react to life struggles both large and small. I would highly recommend RedShift and the extensive services that they offer.”

## Cindy Lemieux, Entrepreneur and Business Owner

“As an entrepreneur, I have worked with many consultants and coaches but was often disappointed with the results. Upon discovering RedShift, I was hesitant to hire yet another company but I needed a new approach. They understood my vision and helped me see above and beyond, which has brought myself and my company to excel. They care, listen, and deliver. Without hesitation, I recommend wholeheartedly.”

## Lance Stripling, Project Lead - The Westervelt Company

“I am impressed with Glenn's ability to ask the right questions to get to the root of the real problem, not just the perceived problem. In my opinion, Glenn is uniquely equipped with the skills to work with a team to build a framework that promotes healing, healthy conflict resolution, accountability, and team work. I believe his efforts allowed our team to develop a platform for success moving forward.”



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