

# INNER WORK OF WORK



**Michael Baroff** has 25 years experience in the field of organizational effectiveness and is author of *The Inner Work of Work* (Berrett Koehler, 2000). He has taught at UCLA Extension, Santa Monica College Office of Workforce Development and the Esalen Institute.

## What clients say about Michael Baroff and the Inner Work of Work Programs

*Results of the program were seen not only in improvement in production and quality, but also in a dramatic decrease in the length of time it took to get these numbers.*

*The expertise and professionalism you brought to the project team was a major factor in the success of the program.*

*Michael is exceptionally good with people and can smooth out the roughest bumps in a project, always keeping in mind corporate objectives and budget constraints.*

*Michael has always delivered very thought-provoking and illuminating approaches to organizational issues and situations. His delivery methods and demeanor brings out deep feelings and drivers for those issues leading people to discover their own truths and solutions to the presenting problems, and even some hidden ones*

*Michael has enthusiasm and empathy for his participants and is a powerful facilitator able to handle issues with flexibility and groundedness.*

*You helped me clarify my role as a leader, the relationship between personal and organizational change, and my feelings as well as the facts.*

*Michael Baroff has assembled a comprehensive set of self-instructional and eye-opening guides that enable employees to 'coach themselves'.*

*The material uses a form of thinking that is holistic, relational, contextual and nourishing with a winning outcome.*

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## Organizational Effectiveness and Performance Improvement Programs and Services

### Consulting Services

- Organizational Effectiveness Consulting
- Strategic and Operational Planning
- Performance Management Modeling
- Change Process Facilitation
- Staff / Managerial / Leadership Development
- Learning / Curriculum Design
- Third-Party Mediation
- Individual and Group Coaching

### Workshops

**INNER WORK OF WORK** workshops are customized for staff and managerial audiences to focus on your company's issues, challenges and strategic directions.

Sessions blend the best practices of adult learning, team building, process facilitation, focused dialogue, mediation, coaching and mentoring processes to reinforce individual, group and organizational development.

Sessions can be facilitated in a variety of formats:

- Presentation
- Seminar
- Half-Day Workshop
- Full-Day Workshop
- Off Site Retreat
- Multi-Session Training Program

### Individual / Team Development Modules

- **Being Your Best:** *Demonstrating commitment and purpose through self-awareness and the choices you make*
- **Getting Along with Others:** *Exhibiting behaviors that enhance interpersonal communication and collaborative relationships*
- **Contributing to Your Company's Success:** *Connecting with the "big picture" and "bottom line" to create performance results*

### Organizational Effectiveness Programs

**Strategic and Operational Planning Process:** Engage internal and external stakeholders in developing a collaborative customer-focused approach to aligning your company's vision, growth opportunities and performance goals.

**Team Integration Process:** Achieve organizational goals by (1) clarifying customer-focused expectations; (2) become aware of self, interpersonal, group, and organizational dynamics; and (3) implementing change to achieve performance outcomes.

**Implementing a Role-Focused and Competency-Based Approach to Performance Management:** Move from vague and inconsistent job descriptions to a focus on outcomes and results by *clarifying who has expectations of whom about what by when.*

**Transferring Organizational Knowledge:** Transform subject matter expertise into an on-the-job self-directed approach to knowledge management.