



Global Corporate Consultants & Financiers



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About Us

Level 5 Global Consulting Group
Consulting Done Right

Level 5 was created only two years ago by Tierney Williams. Tierney founded Level 5 Global Consulting Group, because he saw the desperate need for an honest, professional, consistent, and reliable consulting firm for corporations in all areas of business from small companies to Fortune 1000 companies. Too many consulting groups were more concerned about lining their pockets rather than helping their clients. The main concern of Level 5 is to help our clients. That is one of the reasons why we charge our clients weekly instead of hourly. This ensures that the work will get done even if it takes more hours than planned. Level 5 does what's necessary to accomplish our clients' goals.

Don't let our relative youth fool you; we have already grown from one office to span the nation. Level 5 has a presence in many major cities in the United States, Canada, Puerto Rico, and Mexico. We are also willing to travel anywhere you need us to—the "global" part of our name is completely true. We have offices in the following cities: Chicago, Los Angeles, New York, Houston, Tampa, San Francisco, Minneapolis/St. Paul, Charlotte, Atlanta, Denver, Seattle, and the Washington, D.C. metro area, but we provide service to the entire country and surrounding areas.

If you are ready to switch to a consulting group that truly places your needs first every time, then contact Level 5 Global Consulting Group today: 773-877-5051 or Twilliams@Level5Global.com.

Our Main Corporate Address:
6701 Democracy Boulevard, Suite 300
Bethesda, MD 20817

For all correspondences and billing, please contact our Administration and Billing office:
11607 Elkin Street, Suite 202
Silver Spring, MD 20902

Vision... Improvement.
Consistency.
Reliability.

Our Philosophy...

Plan.
Organize.
Execute.

Executive Summary

For many manufacturers the demands of meeting rising customer expectations and lowering production costs in an environment of more products, more complexity and more choice is placing great stress on the effectiveness of their planning and scheduling processes.

Organizations have already adopted L5 solutions with varying degrees of planning and scheduling capabilities. Yet, operations executives acknowledge that these same systems are becoming outdated, lacking the speed, flexibility and responsiveness to manage their increasingly complex production environments.

They know too that as the business grows its operations, expands its product range and adopts a global manufacturing supply chain – they must seek alternatives to the current ways of doing things if they are to remain competitive and responsive to customer needs.

But to what extent can technology make a difference? And what choices do business executives have? Should they be taking the latest upgrade from their L5 system or are there benefits in “best of breed” planning and scheduling technologies? Are there differences if the manufacturing operation bakes cookies or builds the ovens that the cookies are baked in? And how does it all fit in with the drive to be demand-driven and lean?

In this paper, Level5 examines planning and scheduling options for boosting the productivity of manufacturing plants, how solutions vary according to manufacturing style and some of the additional benefits that come with advanced applications – such as more accurate order promising and more effective ‘what-if’ scenario planning.

Employee Selection

Global business guru Fons Trompenaars once said, “The main difference between managers and leaders is that some managers cannot sleep because they have not met their objectives, while some leaders cannot sleep because their various objectives appear to be in conflict and they cannot reconcile them.” Wouldn’t it be great if you could identify these distinctions up front? With the expert consultation of Ty Williams, you can. And with these distinctions, hire the most fitting individuals per unique position and thereby build by default, the best teams.

Why don’t traditional employee interviewing techniques work? Sure, we can accrue much data about potential employees but it never seems to be enough or is that it is not adequate in getting at the subtle, complex traits that cause most of the problems that can affect the bottom line of any business. Ty William’s wisdom in assessment of candidates has helped numerous companies enhance retention and pick the top leaders of the future. It is from this starting point that all team building efforts should begin assessing the current values, traits, and thinking styles of current team members. When executives attempt employee selection internally, they often focus on short term goals such as sales quotas, rates of return, and the like. Unfortunately, this myopic conception of employee selection often leads executives down the wrong path. The truth is that building a successful business means hiring the right people. As the saying goes, “Gold in, gold out.”

Bearing that in mind, executives often go to third party counselors to develop personalized strategies for employee selection. These

strategies generally involve assessing relationships within an office and analyzing the management structure. Coaches offer guidance as to how to revise an organization’s architecture to encourage more productivity and smoother interactions among workers.

A Better Employee Selection Approach

While many of these coaches are successful at galvanizing corporate teams, few have the ability to identify the fundamental psychological blocks and underlying business assumptions that are really holding your team back or at best being not bad. Ty Williams, a Certified Corporate Consultant, with many years of experience in corporate consulting, decision making, assessments, and facilitation, goes the extra mile for his clients. He contends that the hiring and firing decisions you make will fundamentally impact team building for years down the line.

With Level5 Global’s guidance, you can create a more effective hiring and firing policy, thereby allowing you to capitalize more efficiently on the talents of your employees. By making smarter decisions regarding your human resources, you can ultimately save your company hundreds of thousands of dollars. Get a better return on your investment by working with the best in the business.



Servicing...

Our Strengths

Level5 Global Consulting Group provides a range of services to Public and Private Sector organizations, with particular emphasis on:

- Strategic / Business Planning
- Strategic/Operational Reviews
- Human Resource Surveys
- Human Resource Services

Specific services are provided either by our own staff or networked with other Consultants with particular expertise.

We provide management consulting services which integrate Human Resource Strategies with the Strategic and Operational Goals of organizations.

The Organization

Level5 Global Consulting Group provides management consulting services which integrate Human Resource Strategies with the Strategic, Management and Operational Goals of organizations. The practice has provided services to both Public and Private Sector organizations such :

How Can We Help

We tailor our approach to meet individual client's requirements. This means that we address the specific needs of the project and take into account the unique nature of our client's organization including: organizational culture and values, style and attitude of employees, nature of the business, and thru broad environment within which our client operates. By adopting this approach, our clients found that the diagnosis of problems is accurate and commitment to implementation of solutions is strong.

Your Ideas.
Your Interest.
Your Expectations.

Benefits of using Level5

- We deliver client appropriate solutions to problems / opportunities that are accurately defined
- We use consultative processes which involve client staff and hence create a strong sense of ownership in the outcomes
- We offer cost-effective, high value added services
- We can nominate referees who can comment about our services, our attitude and, most importantly, our reliability. We can be trusted to deliver within budget and on time
- We have the capability to provide innovative solutions through research and development.

Nature of Assignments

Recent assignments that illustrate our expertise include:

- Psychological Appraisals to assist a number of organizations in selection processes.
- Development of a Job Evaluation process to enable apparent classification inequities to be resolved
- Development of Strategic and Business Plans for a significant business unit
- Recruitment of operators for an organization undertaking its annual intake.
- Assessment of current attitudes to safety in a number of organizations and development of strategies and actions to change attitudes.
- Review of Business Functions of a Medical Practice.

Change Management

“One must never lose time in vainly regretting the past nor in complaining about the changes which cause us discomfort, for change is the very essence of life”
Amatole France

Like life, change is becoming the very essence of organizations. It has become a constant, with speed and magnitude being the variable factors. The drivers of change are more frequently external to the organization and are associated with competitiveness, complexity and customization.

Level5 Global Consulting Group (L5) utilizes a range of Change Management techniques which assist organizations to:

- Create their future
- Maintain competitive flexibility
- Link Human Resource strategies to the change process.

Asuring.. Accuracy. Professionalism. Development..



Process

A typical process is likely to contain the following steps:

Step 1

Meet with management to define the issues and then meet with the individual/s to explore alternatives and draft an approach. This may involve both supervisor and incumbent, or the incumbent alone.

Step 2

One or both parties' complete questionnaires aimed at providing valuable information concerning the person's preferred work styles and manner of operating. Through becoming more aware of their strengths and areas for development, individuals are able to determine the nature and extent of the changes that are necessary in order to work together more productively.

Step 3

Individuals explore the culture or environment that best suits their preferred work style. This can then be compared and contrasted with the culture of the organization within which they are working at present.

Step 4

Individuals explore options for consideration. These may include learning new interpersonal skills, 'role playing', developing coping strategies and learning to confront issues (assertiveness).

Step 5

Individuals have the opportunity to practice learned skills in their own environment.

Step 6

The consultant withdraws from the exercise but is available if either party wishes to discuss anything.

Coaching and Counseling

Workplaces are becoming increasingly team-oriented and employees are being asked to accept more and more responsibility and this is occurring within a framework of increasing change throughout the business world.

As structures are flattened, teams are assuming greater involvement and responsibility for activities that were previously the sole province of management. This achieves significant benefits, but is not without its conflicts which arise because:

- Unlearning previous management habits/methods are a difficult process.
- Actual work performance does not meet expectations in the short term and there is a tendency to want to resort to the old ways
- People need to learn how to work

with each other in new and different ways

- People are expected to accept more responsibility faster than they can acquire new skills
- Their roles blur

Level5 provides a range of coaching and counseling skills aimed at assisting individuals to become more aware of their competencies, abilities and personality and how these 'fit in' to the changing culture of the organization within which they are working. Coaching and counseling sessions can be held with the incumbent alone or with the incumbent's supervisor; the latter aimed at facilitating a more productive working relationship. One option that may arise is the individual is encouraged to seek alternative employment as a self directed initiative.

Corporate Culture

Essentially, Corporate Culture is the overriding set of values and styles which influence the way people in an organization approach their work and interact with each other - a medium through which an organization can implement strategy. There are direct links between culture, management style, motivation and effectiveness, both personal and organizational.

Managing Culture

Before we are able to manage culture we must first have the means to identify and quantify that which exists now. For many, the task of practical and objective measurement of culture has proved elusive. There has been a lack of measuring instruments which:

- Are easy to understand and use.
- Adequately address all the relevant features of the organization.
- Facilitate the gathering of reliable data.
- Provide grading scales for each culture dimension.

Powerful diagnostic tools incorporating the above features are now available from LEVEL5. These provide the capability to measure accurately the current culture, which then becomes a reliable framework to plan for the future.



Leadership... Great Skills.
Great Teams.
Great Results.

Leadership: Great Leaders, Great Teams, Great Results

Level5 leadership program is incorporated in our MS training. The fact is, no organization has ever become great without exceptional leadership—without leaders who can connect the efforts of their teams to the critical objectives of the organization, who can tap the full potential of each individual on their teams, who can align systems and clarify purposes, and who can inspire trust.

Leadership: Great Leaders, Great Teams, Great Results is Level5 flagship leadership development program. It takes a “mind-set, skill-set, tool-set” approach to developing leaders who can unleash the talent and capability of their teams against the organization’s highest priorities.

In addition to drawing from a proven legacy of developing effective leaders, Franklin Covey’s Leadership program also taps into the best thinking of leadership experts around the world, including:

- Jack Welch (former CEO of GE)
- Ram Charan (author of Execution: The Discipline of Getting Things Done)
- Fred Reichheld (author of The Ultimate Question)
- Clayton Christensen (author of The Innovator’s Dilemma)
- Stephen R. Covey (author of The 7 Habits of Highly Effective People)
- Stephen M.R. Covey (author of The Speed of Trust)

What You Learn

- Skills for building trust and influence with others
- The most effective way to define a team’s purpose and the “job to be done”
- How to align the four essential systems that drive success
- The proven process for creating a strategic link between the work of the team and the goals of the organization
- How to connect the work of the team to the organization’s economic model
- Skills to master the three key conversations that will help you break through to greatness

What You Receive

- A comprehensive guidebook
- Leadership Essentials, a resource book for leaders
- CD with printable versions of the tools introduced in the course
- A program DVD with selected video from the course
- Exclusive access to online resources for leaders, including the Leadership contract implementation process
- A “4 Imperatives” desktop puzzle to help leaders stay focused on the outcomes of great leadership

The foundational program consists of 20 hours of instructor-led training. The program can be delivered in three consecutive days, three days over time, or in five half-day modules. Leadership: Great Leaders, Great Teams, Great Results is available as a corporate onsite program, and Franklin Covey will also certify facilitators to deliver this program inside their own organizations.