

## Jerome Consulting

# Approach (Values & Philosophy)

Our approach as your strategic business partner is based on a well-grounded foundation of core values and philosophies. We share your commitment to continuous learning. We seek to work with others who support these valued principles. And, our core values give us even more competitive advantages.

### Practical Innovation

We encourage open, objective thinking and creative approaches, but by practical means. The rate of change and competitive pressures are so fierce, new learning is a must. But so is the need to immediately apply new skills on the job, or they will be lost.

Jerome Consulting provides proven, readily understandable tools and techniques that have been field-tested by thousands of leaders worldwide. Many tools are often applicable in 3-30 minutes. Real life, customized cases help learners explore opportunities for success. Short- and long-term action plans produce quick hits and home runs. Our learning designs and principles are fully complementary to allow for effortless integration, sequencing, and alignment with our clients' culture and learning systems.

### Accountable Integrity

We develop confident, responsible leaders who sustain a sense of urgency through project success. We do not tolerate finger-pointers and victims. We encourage informed risk taking, and recognize that failures can be successes in determining what does not work. Yet, risks and their consequences must be understood before taken. Breakthroughs most often come from persistent exploration and experimentation, not luck. We are direct with our recommendations and feedback. We tell our clients what we can and cannot do. Simply put, our word is our commitment to our clients. Similarly, we coach business leaders to establish agreements that build trust and integrity.

Jerome Consulting offers follow-up coaching to ensure key strategies and solutions are implemented and desired lasting results are achieved. We recommend long-term measurement systems to recognize continuous performance improvement. And, we ensure a balance between just-in-time solutions and long-term sustaining mechanisms to reinforce or redirect efforts.

### Serious Fun

Studies prove we learn more when the process of learning is stimulating and enjoyable. Yet, we realize our clients have enough ropes to know and prefer skipping those that are not necessary. Jerome Consulting facilitates highly interactive and engaging Talent Development efforts, often with a blend of humor, while sharing serious business principles and practices to build leadership at all levels of an organization. However, if someone wants rope climbing, survival games, tinker toys, blindfolds, desktop trinkets, or chicken soup for the soul, we are not for them.

Our program designs offer a variety of adult learning practices including assessment instruments, small group discussions, case studies, hands-on practice with tools and techniques, role plays, on-the-job action plans, practical checklists, forms, reproducible worksheets, reference aids, etc. All applications can be customized to represent the real-world challenges in our clients' organizations and industries.

### Balanced Priorities

We believe that top performers effectively balance priorities in life, whether professional, personal, family, spiritual, community, etc. Winners regularly flex to respect individual differences and negotiate to resolve conflicting requests for resources, including time. Organizations that equally respect these complementary values and are flexible with operating policies and practices receive greater commitment from their employees.

Jerome Consulting training programs are designed as individual modules, often 4 to 8 hours in duration, so you can choose only what you need and want for maximum flexibility & cost-containment. We recommend intensive 1-day and 2-day team development efforts on selected topics to allow for adequate learning. We suggest that you avoid burnout & work backlogs resulting from 4-5 consecutive day programs.

### Proven Success

We are as leery as our clients about self-proclaimed leadership breakthroughs. It takes some experimenting to separate sound, proven business concepts from this year's fad. We first practice what we preach, or we do not recommend it at all. And we will objectively share options to and the pros and cons of any idea, especially our own. That is why we established Jerome Consulting to share best practices learned from decades of real-world experience throughout the world.

Our absolute dedication to these core values has gained us a well-respected international reputation. Our track record for building successful long-term partnerships with business leaders is impressive (many from 5-20 consecutive years). Client loyalty is a key measurement of our success, and collaboration is a key principle in our approach. We believe if clients continue to request our services and products, we must be doing something right.



**Jerome Consulting**

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*Providing business leaders  
lasting competitive advantages  
through improved  
team performance*