



V I S I O N E E R I N G

Our Vision:

Greatness in the marketplace will be evidenced by an organization's ability to maintain a mission focus while pursuing operational excellence.

Our Mission:

We serve as a catalyst, a guide and a resource for those who seek to define, refine and align themselves with a true vision

Veritas Visioneering is:

- ◆ Seeking Truth
- ◆ Vision Focused
- ◆ Team and Family Driven
- ◆ Person Centered
- ◆ Bound by Love
- ◆ Embracing Standards of Behavior and Excellence
- ◆ Operationally Excellent
- ◆ Working to Refine the Marketplace
- ◆ An Agent of Change
- ◆ Led by God

Who We Are:

Tierah L. Chorba: Founder, lead facilitator, master trainer. Creator of the **Visioneering™** model. Brings 25+ years experience in business and workforce development.

Walter A. Hanks: Co-founder, lead instructional designer, statistical consultant. Creator of **Transparent Truth**. Brings 30+ years of experience in business and education.

Our Key Services

Personalized Tools for Achieving True Greatness

Visioneering™

Visioneering™ is a dynamic planning model designed to provide the tools and direction needed for any organization to find and fulfill its true mission while responding to the ever-changing landscape of the marketplace. A customized **Visioneering™** model will help you **define** a shared organizational vision, **refine** that vision into a functional mission, and **align** your operations toward that vision and mission. **Visioneering™** will build unity within your team while focusing efforts on the unique greatness already present in your organization.

Traditional planning models are linear and static. They begin by asking you to imagine who or what or where you want to be somewhere and sometime in the future. Planners then developed strategies to get you from where you are now, point A, to where you want to be, point B. The focus is on what is missing today and will be needed tomorrow. This linear approach to planning rarely acknowledges the rapid pace of change we are experiencing, or the unreliable nature of "If A, then B" models. What happens if the marketplace no longer values "B" by the time you get there, or if "B" just doesn't exist anymore?

Visioneering™ requires that we reach beyond our imagination. Visions based on facts, findings, observations, experiences, standards, norms and laws find their origin in things more substantial and concrete, providing us with a clearer image. A true vision then finds its basis more in the here and now, rather than in the there and then. The focus is on embracing the greatness already at work in your organization as you meet the challenges of today and prepare for the opportunities of tomorrow.

Organized Abandonment

The most common response to economic hardship is to enter panic mode and start chasing every dollar you can get your hands on. This may result in some short-term gains, but at what cost? Stay in panic mode and you will drive away loyal clients as you abandon what made your organization great in the past. Rather than making decisions rationally, you will be allowing emotions to rule the day. Finally, you will see a race for the door as your team members search for a more stable workplace where they feel valued for their experience and accomplishments.

Leaders finding it necessary to restructure must determine how to recreate an economically viable organization without losing what made them successful in the past. **Organized Abandonment** is a dynamic model, adapted from our **Visioneering™** process, designed to assist leaders in redefining the vision and mission of their organization and aligning their operations to fit that new vision. **Organized Abandonment** utilizes **shared decision-making** to build unity within the team and focus efforts on the unique attributes already present. The question is not, "What can we become tomorrow," but rather, "**What greatness lies within us today?**"

Organized Abandonment is a thoughtful and planned approach to restructuring. It utilizes a collaborative process to explore every aspect of your current reality and potential opportunities until the foundations of a clear vision come into view. From that shared vision of what greatness exists within your organization now, the Visioneering team assists you in creating a revised organizational mission and in aligning your operations to that new mission. Emotions are validated and refocused to address the new realities.

Relationeering

Years of experience have shown us that true greatness can only be achieved when we master the art of building and maintaining strong relationships. Organizations don't achieve greatness; the people within the organization do. **Relationeering** is both a **training curriculum** designed to build **practical skills** in the arts of leadership, communication and relationship management and **consulting and coaching services** designed to provide the support and guidance needed for individuals and organizations to successfully navigate difficult situations and troubled dynamics. Our philosophy is that **operational excellence** isn't achieved by suppressing individuality in search of "cookie-cutter" team members. Excellence is found in maximizing the **unique contributions** that each member brings to the team. At their core, these programs help us to embrace our differences and learn to work together more effectively.

Courage-Powered Communication: You know you should say something but... you don't. You are not suffering in silence from a lack of conviction or even a lack of understanding of the consequences of leaving things unspoken. You are just painfully aware of the more compelling consequences of trying and failing. In this ground-breaking 2-day course, we tackle the hard truths about speaking the truth and equip participants with the **insight, tools** and **skills** needed to effectively **say what needs to be said**.

Transparent Truth: Can transparency actually help your organization thrive? Discover what current research is telling us about the relationships between **truth, trust, and transparency** and how each can affect your bottom line. Learn where can you turn for the answers to these critical questions and find a practical and functional model of organizational transparency in the ground-breaking two day workshop.

Inscape DiSC: We have partnered with Inscape, the creators of the original DiSC Assessment, to bring our clients a host of tools backed by over 70 years of research and development. These tools include:

- **Workplace DiSC:** the best choice for general workforce development.
- **DiSC-Powered Management:** This highly adaptable course builds upon the basic DiSC assessment to address four key management processes: motivation, directing and delegating, developing others, and working with a manager.
- **Leadership 360+3:** Participants gain valuable insight into their natural communication and leadership styles, develop understanding of their strengths within the 8 dimensions of leadership, and develop action plans to strengthen those dimensions that need improvement, all without the high costs and organizational strife often associated with 360 programs.
- **Improving Your Listening Skills:** This 1-day course supports the discovery of five different approaches to listening and the refinement of each participant's most **natural listening approaches**.
- **DiSC®-Powered Selling:** Participants in this 1-day course discover the **four approaches to selling** and learn how to effectively determine **buying styles**. By adapting their natural selling styles to customers with different buying styles, salespeople of all levels maximize their potential to close more sales and generate more referrals.

A Standard of Excellence: Our vision and mission focused accountability model is peer driven and growth oriented. It starts with a foundation of personal responsibility and builds into a model in which all members of an organization, from CEO to intern, can rely upon the support of peers as they work to meet or exceed success standards that have been applied to their specific needs.

Solutioneering: Our approach is simple. We believe that the answers to your organizational challenges can be found within the combined knowledge and experience of the members of your team. Using our unique facilitated approach, our consultants help you define the challenges more completely, develop and test possible solutions, implement the best choice and evaluate its impact. We combine our process expertise with your unique industry knowledge to build operational excellence.

Facilitation: For the uninformed, bringing in an independent facilitator to lead meetings, run focus groups, or manage team processes may seem like an unnecessary expense. But those who have experienced the power of effective facilitation know that more decisions will be made, more work completed, and most importantly, less conflict will occur when a highly trained independent facilitator leads the way. Our facilitators are among the best in their field. With a large pool of skilled facilitators to draw from, we know we can meet the needs of any organization.

Coaching: Coaching is an integral component of all of our programs. However, we also offer coaching as a separate service. The types of coaching available include:

- Leadership Development
- Personal Visioneering
- Consultative Individual & Team
- Sales Skill Development
- Life Skills Development
- Education Planning & Career Development
- Social and Physical Wellness
- Chronic Disease Self-Management

To unlock the key to greatness, contact **Veritas Visioneering, Inc.**

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