



TEAM CULTURE

Foundations of Success

All levels of team: Line level and above





Create a healthy team culture and a thriving work environment.

Give your team the tools to succeed. Invest in training that will put you on the path to success through Effective Communication, Understanding Yourself and Others, and Self-Awareness and Self-Management. Improve communication, teamwork, leadership, conflict resolution, decision making, and much more.

Each Participant Will Receive:

- Individualized 20 page DiSC® profile report
- Lifetime access to 3 online learning courses
- Robust handout program guide for each in person session

Learning Methodology

SEE, Inc. provides training and learning solutions that are both impactful and engaging. The interactive and facilitative approach used will guarantee real learning as well and participant enjoyment.

SEE will challenge and engage all learners at a very high level and insure the skills are being mastered and embraced while creating an enjoyable and satisfying learning environment. Each learning unit will be supported by a robust participant guide that aids learners at the time of facilitation and provides valuable reference material for future use. Each learning unit also contains at least one interactive activity or small group case study discussion.

Pre-Training Phase:

After agreeing to the approach and dates, SEE will administer the Everything DiSC® Workplace Profile to participants and create customized program guide for the learning and training phase. SEE will also provide online access and support to each participant for online learning chosen.

Provided by SEE

Robust Digital Program Guides for Each Learning Unit (printed version available)
Everything DiSC® Workplace Profiles for Each Participant
Online Learning Unit Access and Tracking
Attendance Tracking

Provided by the Client

Participant Names and email addresses -30 Days in Advance of Program Start Date
Training or Meeting Room



EFFECTIVE COMMUNICATION

The foundation for successful people and organizations.



Effective, clear, concise, and powerful communication skills will have a dramatic impact on the quality of your leadership, the service you provide, the ability to work together and in your life. If we want to be successful, we must master the skills of communication. Don't take this baseline foundation skill for granted any longer.

Effective Communication provides the foundational skill set that is extremely important as a success factor in leadership, customer service, and team dynamics.

No one is able to lead and/or influence others until they are able to manage themselves.

The Self-Awareness and Self-Management Program utilizes the personal half of [emotional intelligence](#) to build the skills needed to manage actions, words, demeanor, and attitude correctly in order to have a positive impact. Learn techniques for raising your own emotional quotient (EQ), skills for self-management, resilience, and developing empathy.

SELF-AWARENESS and SELF-MANAGEMENT

Understanding yourself, your approach and others.



UNDERSTANDING YOURSELF and OTHERS

Using an Everything DiSC® Assessment, learn how to communicate, engage, coach and manage yourself at the most effective level.



Understand yourself on a whole new level and connect with others using these powerful tools.

Using the most valid and statistically accurate personality tool available, unlock keys to your personality and how to better relate to others around you. Improve communication, teamwork, leadership, conflict resolution, decision making and much more using DiSC® as your roadmap. In addition to understanding yourself and others, you will learn incredible adaptation tactics to connection like never before.

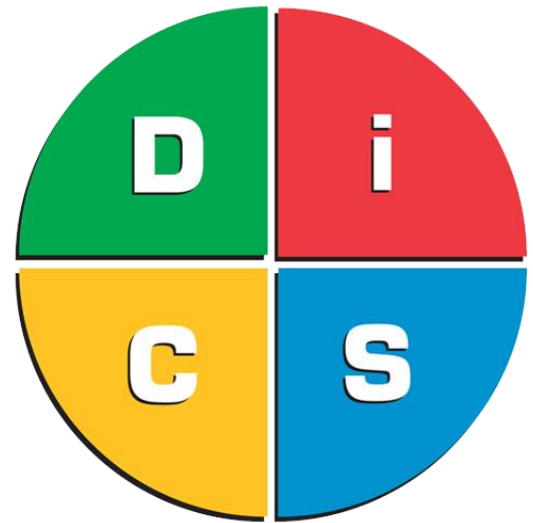


What is DiSC?

DiSC is an acronym that stands for **Dominance, Influence, Steadiness** and **Conscientiousness**.

This assessment is a highly accurate measurement of behavior that drives our most common working interactions.

This instrument will uncover key ways to connect better with others and understand yourself on a much better level.



How and Why DiSC® is Used

Understanding yourself and others is a key ingredient to success as a leader, success working in teams, success as a service provider, and success in life. The DiSC® tools are designed to provide a highly accurate view of you and what that means to the interactions and relationships that drive your success.

SEE uses DiSC® assessments as a measurement of behaviors and communication styles. It is highly recommended to complete your DiSC® profile as a valued companion as you learn and grow with us. This is a one time assessment that can be completed and referenced in all of our online and in person learning programs.

Completing your DiSC® Profile will provide you with a lot more depth of your personal communication style as well as others that you interact with on a daily basis. It will enhance your learning experience tremendously.

There are multiple solutions and reports that can be completed. Each of them provide a different focus as well as provide various details related to that targeted focus. Please choose the assessment that fits you best. Contact us if you would like assistance in determining which one is best for you and your situation.

Everything DiSC® Workplace Profile
 Everything DiSC® Management Profile
 Everything DiSC® Sales Profile
 Everything DiSC® Work of Leaders Profile
 The Five Behaviors of a Cohesive Team™ Powered by Everything DiSC®

Authorized Partner
EVERYTHING DiSC
 A Wiley Brand



BLENDING TRAINING OUTLINE: 3 sessions in person following 2 online sessions

Below please find the **BLENDING** outline presented in an abbreviated format:

Day/Outline/Competency

SESSION #1 ONLINE

EQ1: Self-Awareness and Self-Management Online Program

3 Hour Unit

- Self-Regulation and Control
- Understanding of Self
- Behavioral Blind Spots
- Emotional Awareness
- Confidence and Resilience
- Building Respect and Trust
- Personal Action Plan

Complete DiSC® profile assessment

SESSION #1 IN PERSON

Emotional Intelligence 1 Overview

4 Hour Unit

- Online Learning Overview
- Engagement Activities

Complete Skill Reinforcement

SESSION #2 ONLINE

Effective Communication Online Program

3 Hour Unit

- Listening Skills
- Tone in Communication
- Non Verbal Messaging
- Communication Objectives
- Communication Style Matching
- Clarity

SESSION #2 IN PERSON

Effective Communication Overview

4 Hour Unit

- Online Learning Overview
- Engagement Activities

Complete Skill Reinforcement

SESSION #3 IN PERSON

Understand Yourself and Others

4 Hour Unit

- DiSC® Overview
- Understanding Self and Others Behavior
- Engagement Activities

Complete Program Review

All SEE Programs are customizable.

Please contact us if you would like to see modifications to fit the needs of your organization.



The below information and notations relate to the pricing of this program:

1. All work will be guaranteed and to the satisfaction of the Client.
2. Unless otherwise agreed upon, an electronic invoice will be submitted upon agreement. Invoices are due in fifteen days.
3. Program guides are provided in digital format. If printed is requested, there will be an additional fee based on number of participants.

Emerging Leadership Certification

Training Sessions and Program Administration

Blended Learning: Online and In Person Sessions for up to 20 participants. \$ 5,000.00

- 3 In person training sessions (\$1800 each session)
- 3 Lifetime access to online courses for each participant (\$99 each class)

Includes all facilitation, materials, online access, administration costs, as well as printed certificates. Any additional needs may be an additional fee.

Everything DiSC® Workplace Profile for each participants \$ 56.00 ea

www.discoversee.com/disc \$64.50 each

Additional Participants:

Contact us for multiple SEE Training discounts or more than 20 participants rate.

Travel for outside the Charlotte NC area:

Contact us for a quote based on location.

*Everything DiSC® Workplace Profile is required and provided for each participant.

*Online learning is required and access will be provided for each participant.

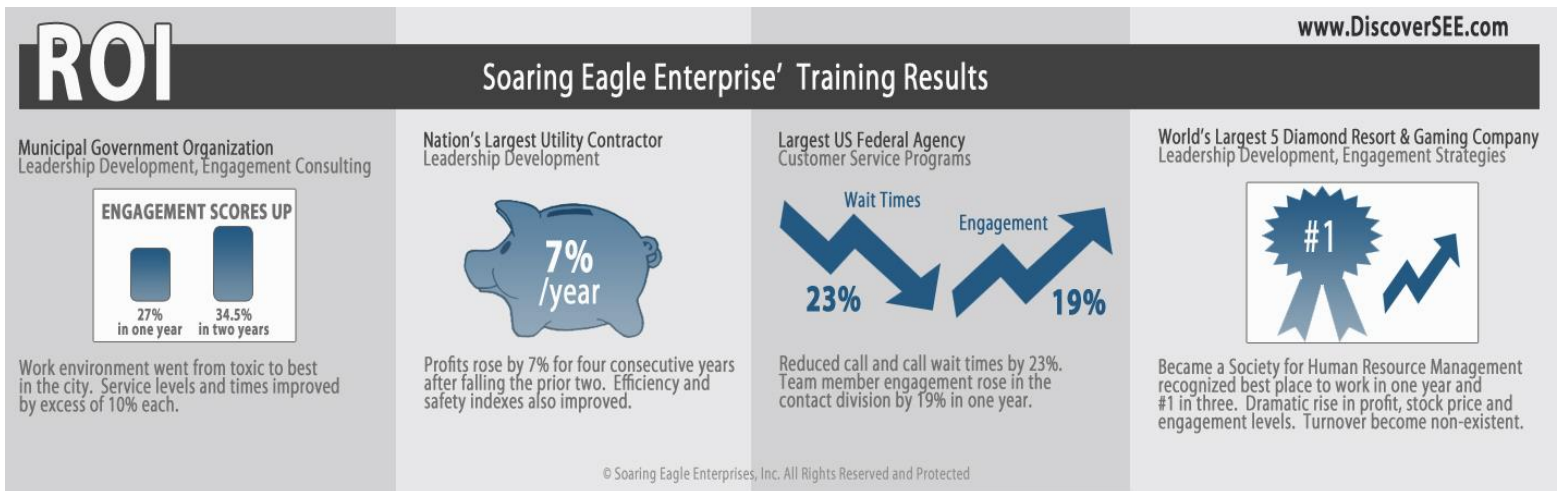


SEE transforms training into performance.

Our specialized approach will ensure an extremely high return on your investment in the following areas:

- Improved performance at all levels of the organization. Higher productivity from subordinate team members.
- Increased team member engagement and satisfaction through leaders utilizing the learned skills.
- Reduced turnover among management and line level team members. Thus, reducing the cost of recruiting and associated risks.
- Reduced team member complaints and grievances.
- Improved consistency of operations through a steady stream of succession of talented leaders.
- Improved morale among team members and leaders.
- Improved satisfaction and service levels from internal and external customers.

Our unique and blended approach using online learning, facilitator led instruction, individualized coaching, and web-based follow-up ensures that leaders have all the tools and competencies needed to become extremely successful and drive their organizations to higher levels than ever imagined.





Since 1992, **SEE, Inc.** has been delivering memorable and content rich training programs to a wide variety of industries. Real skills delivered by the best professionals in the country is what has made **SEE** a widely recognized leader in training, online learning, seminars, and professional development solutions. No canned slide shows here. Just the most effective skills for the modern working environment.

Balance of Practical and Academic – Our programs are designed using strict standards for academic research balanced with practical, real life experience. The skills and techniques that we provide relate directly to the working environment.

Challenging – We use a challenging approach to ensure that the needed skills are mastered quickly allowing you to convert those skills to real performance improvement.

Follow-Up Plans Included – We provide a comprehensive follow-up plan at the conclusion of all of our programs to ensure implementation of learning.

Cutting Edge Material and Techniques – Constant research and real time involvement with hands on application ensure that our programs have the highest impact and most current information.

Customized Training – All of our programs can be customized to clients needs.

Certified and Affiliated – Our team is comprised of full-time professionals that have completed rigorous training and certification.

Experienced – Comprised of thousands of hours, multiple businesses, organizations, and governmental agencies. Committed to your needs and objectives – Programs created for you and your organization and presented at your convenience.

Dynamic and Fun – No matter what the subject, we will make the learning environment fun, exciting and inspiring.





Company Profile:

SEE, Inc.

DBA: Soaring Eagle Enterprises, Inc.

SBA Small Standard by Employee and Revenue

WBE/WOSB Certification # WOSB181473

GSA Schedule Contract Number: 47QREA18D0009

S Chapter Corporation-State of North Carolina – May 1, 2018

S Chapter Corporation-State of Nevada - April 10, 1996

Business Started-March, 1992

Address and Contact:

516D River Hwy
STE 355
Mooresville, NC 28117

Phone Number (980) 222-4391

Web and Email:

E-Mail info@DiscoverSEE.com
Internet/Web www.DiscoverSEE.com

License Information:

Tax Payer ID Number 88-0359635
DOD Cage Code 1GBZ5
DUNS Number 02-486-4535
Applicable SIC Codes 7389, 8244, 8299, 8331, 8732, 8742, 8748
NAICS Codes 611430, 541612, 541611, 541618, 541720, 611699, 51199, 519130, 611710, 921190

Required Relationships:

Attorney of Record Jonathan P. Wentz
CPA/Auditor Precise Tax & Accounting, Derrick Clark
Depository Institution Bank of America NA
Insurance Guard/Berkshire Hathaway (\$1MM/\$2MM)



Katie Sparks is the President for **SEE** and is the architect for **SEE Online Learning Community**. She specializes in the development and delivery of highly engaging online programs. Katie is also very skilled at delivering coaching, leadership development and professional learning for a wide variety of industries. Ms. Sparks is a successful entrepreneur developing skills in communications, technology and sales. She has over 17 years of progressive growth in business. With great experience and a spirited approach, Katie shares her enthusiasm for both personal and professional success. She is married to the love of her life and the mom of 2 little girls and has a passion for life as a whole.



Kayla Brown-Cestero is a gifted facilitator, trainer, and coach for SEE. Her ability to connect and relate to all types of groups has made her a highly sought after member of the **SEE team**. Kayla is certified to facilitate leadership development programs, customer service training and teamwork sessions. Her engaging style and affable demeanor help her deliver powerful messages about improving work life and delivering greater levels of results. She has spent the previous six years in construction and facility industries. She earned her Bachelor's degree from University of Nevada, Las Vegas. Kayla is an active member of the Illuminating Engineering Society and an active fundraising volunteer with Special Olympics Nevada.



A talented facilitator, **Steve Forst** specializes in organizational excellence, strategic planning, leadership development and working with teams to maximize performance. With 20 plus years of experience, Steve is an excellent individual development coach and masterful at working through conflicts in any working environment. Steve has helped design and build the Human Resource Management Program for SEE. Steve is married, an Air Force veteran and enjoys time with his children and grandchildren.

Get to know **SEE** team members more at www.DiscoverSEE.com



Sheila Dugan is an accomplished HR professional with over thirty years of HR experience, twenty -three of which have been in a leadership role. She is an HR generalist with strong knowledge and expertise in compensation, recruitment, employee and labor relations, risk management, performance management, leadership development and benefit administration. Sheila has provided HR services to private, public and non-profit organizations and specializes in building and improving corporate-level human resource systems and processes that bring organizational foundations to a whole new level. She is married, has two teenage boys, and is dedicated to ensuring the success of both her clients and her family.



Tyra Mackert has a long track record of successful experience as an individual development coach. As a member of the **SEE team**, she is committed to developing high quality teams, leaders and providing the tools needed for individual success. Her caring approach endears her to people and groups immediately and her impact is the legacy built by leaders, small business owners and entrepreneurs. Also sharing experience in working with youth, **Tyra** is an exceptional facilitator and trainer. Spending time with her family and continuing her growth as an individual growth partner are her passions.



Tanya Sithichai
Web Administration
Marketing



Debbie Drake
Educational Consultant
and Instructional Design

Past Performance



<p>I very much appreciated Katie and Chris and their candor. They were both willing to push me to striving to be better. Thank you again for everything. I really did enjoy the classes.</p> <p>Jeremy Anderson, PPRBD</p>	<p>I found Kayla to be very passionate about her work and her interaction with the group. She was extremely pleasant and easy to open up to and work with.</p> <p>Maureen Woodward, DAFS</p>	<p>The entire program was amazing. It brought everything into every day perspective, which I am looking forward to implementing as I continue on my journey through leadership.</p> <p>Lisa Park, Freeman</p>
<p>Overall outstanding! I have raved about this course to both my supervisors and those who report to me. I have suggested it to all of our managers to attend. Thank you.</p> <p>Martin Brennan, MGM Grand University</p>	<p>I really enjoyed this course. The class environment was comfortable which enhanced learning. The instructors are great and a wealth of knowledge.</p> <p>Greg Damarin, Metropolitan Police Department</p>	<p>I absolutely loved it. Looked forward to coming to class each week. As always, Tim was completely entertaining.</p> <p>Kresta Barney, Claims Servicing of America</p>
<p>I have taken several leadership courses in my 30 plus years of military and law enforcement service and this was the best one I have ever attended.</p> <p>Will Respress, US Army Central Command Europe</p>	<p>The program as a whole was AWESOME! I really appreciated my time after class with Chris, he gave me some one on one insight regarding my comment above.</p> <p>Kim Watkins, PPRBD</p>	<p>Great presenters. Definitely know their material.</p> <p>Colleen Lohide, Hard Rock Hotel and Casino</p>



<p>I learned so much in this program not only about myself but how to work with others better.</p> <p>Luwana Alvarez, Tulare County</p>	<p>Thanks Tim and Katie. The two days we spent with you were awesome. Truly inspiring and I hope that if i can use even just a few of the things you have taught me it will make me a better leader. Lots of food for thought. Thanks again.</p> <p>John McLaverty, Carnival Cruise Lines</p>	<p>Engaged the whole time.</p> <p>I hope we will be able to have Steve assist us again, he was great and the students were engaged the whole time!</p> <p>Joe Zawacki, OSHA, Dept of Labor</p>
<p>Katie and Tim - you are fun, intelligent, and interesting people that I am happy to have had the opportunity to get to know.</p> <p>Seth Gordon, CCDAF</p>	<p>I am very grateful to have been able to attend such a great program. Tim is incredibly engaging and a role model in how important influencing behaviors are.</p> <p>Philippa Hayes, Venetian / Palazzo / Las Vegas Sands</p>	<p>Kayla was great!! It is because of her positive energy and ability to keep an audience engaged, that I would love to attend another SEE program. She was knowledgeable of the material and appears to truly enjoy her job.</p> <p>Latrice Posey, CCDAF</p>



Public Sector	Private Sector
<p>Mr. John Welton, Deputy Building Official Pikes Peak Regional Building Department</p>	<p>Ms. Jill Elliott Vice President, People & Culture R and R Partners</p>
<p>Ms. Suzi Truby Director-Family Support Clark County Nevada, Office of the District Attorney</p>	<p>Mr. Dave Thomas Vice President Carnival Cruise Lines</p>
<p>Mr. Joseph R. Zawacki Director, Office of Occupational Safety Training US Department of Labor</p>	<p>Ms. Annette Horner Director of Training Tachi Casino and Resort</p>
<p>Mr. Dan Holly Director City of Reno</p>	<p>Ms. Ashlyn LaPorte Executive Director (prior) Sands Expo Center</p>
<p>Mr. Alan Ellis Manager of Inspection Services City of Henderson</p>	<p>Ms. Cindy Clemens Dept of Programming Women's Influence Center</p>
<p>Ms. Kirsten Cannon, APR Public Affairs Specialist BLM Southern Nevada District Office</p>	<p>Mr. Craig Murphy Director of Switch Univ Switch National Data Center</p>
<p>Mr. Roger Dixon Director Tulare County California</p>	<p>Ms. Renee Tanner Director of Service Operations Catalyst RX</p>
<p>Ms. Yvonne Lee Director of Training US Department of Homeland Security</p>	<p>Mr. Travis Drake General Manager Expansive Field Services</p>