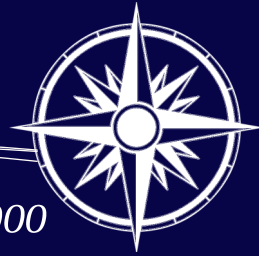


WorkChoice Solutions



Increasing Leadership and Team Effectiveness Since 2000

CORE CAPABILITIES PROFILE

At WorkChoice Solutions our mission is clear - to help organizations large and small maximize leadership and employee potential. We achieve this outcome by investing the time to truly understand your unique needs and respond with culture specific solutions that are aligned with your business strategy. Since 2000, WorkChoice Solutions has built a well-earned reputation for exceeding expectations one client at a time. We invite you to [contact us to learn more](#) about how we can help you maximize your greatest asset.



CORE SERVICES & KEY OUTCOMES

Core Services	Key Outcomes
<ul style="list-style-type: none">➤ Leadership & Employee Training➤ Leadership & Performance Coaching➤ Leadership Assessment➤ Employee Surveys➤ Team Development➤ Corporate Retreats➤ Succession Planning➤ Talent Management➤ Workplace Resilience➤ Keynote Speeches	<ul style="list-style-type: none">➤ Enhanced clarity & purpose➤ Increased engagement & productivity➤ Heightened accountability➤ Improved morale and team synergy➤ Increased collaboration➤ Improved alignment of goals➤ Leadership excellence framework➤ Continuous improvement mindset➤ Market significance / advantage➤ Sustainable success & ROI

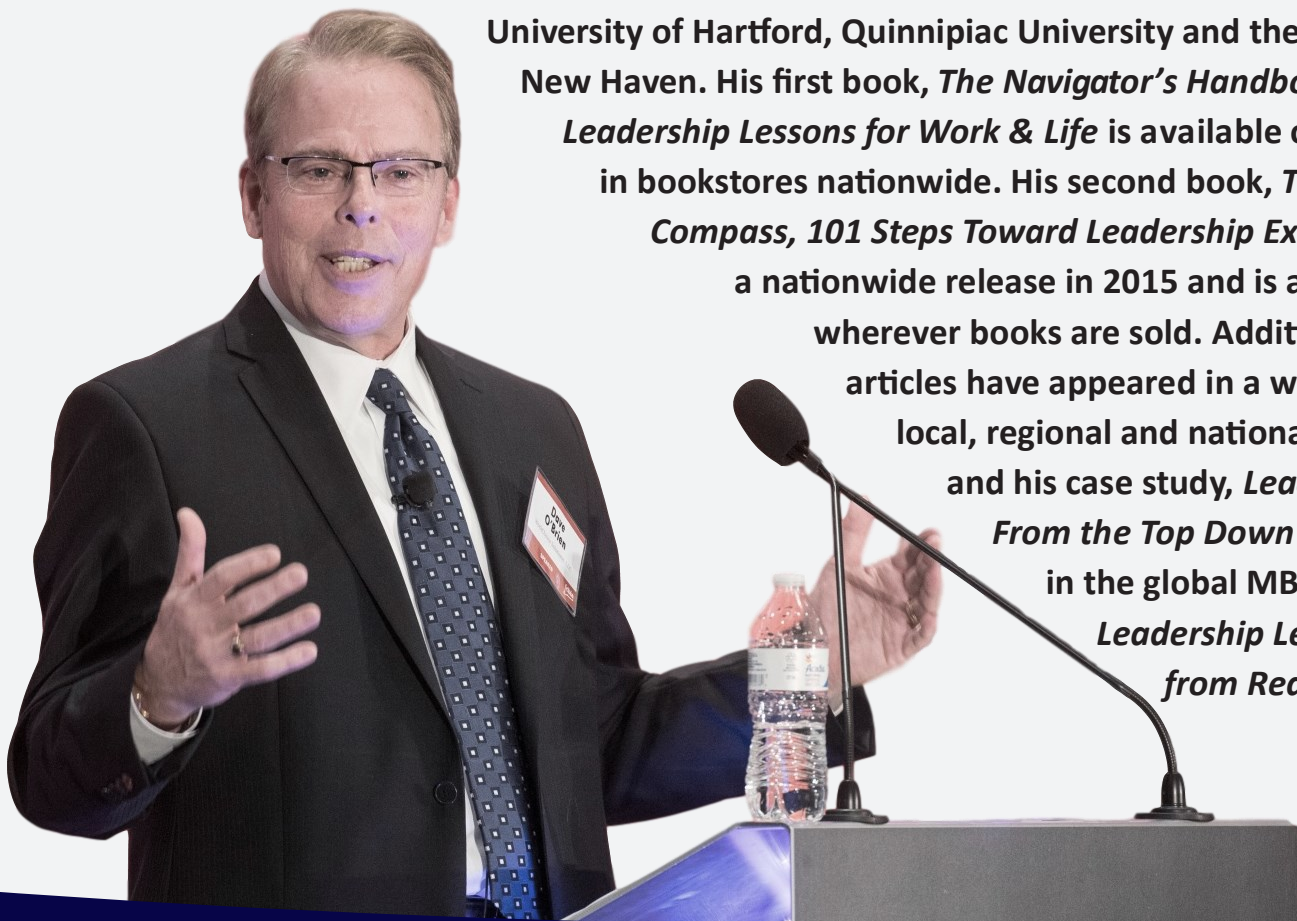
ABOUT DAVID O'BRIEN, FOUNDER & PRESIDENT

David's Human Resources and Organizational Development consulting career spans 30 years and includes key leadership and P&L responsibility within a variety of industries including, Manufacturing, Healthcare and Financial Services. In his current role, David is responsible for providing Leadership and Team Effectiveness training, coaching and consulting services to organizations throughout the United States.

Prior to launching WorkChoice Solutions, LLC in 2000, David spent ten years with Lee Hecht Harrison, a global provider of business to business consulting services. In his role as Senior Vice President & General Manager, he was responsible for directing workforce management and executive development consulting initiatives at a number of Fortune 500 companies.

David's strong commitment to community service has resulted in him receiving several awards including Employer of the Year and Business Leader of the Year for his volunteer work. In addition to his undergraduate education in business administration, David has completed numerous professional development programs and certifications related to his profession. He is a frequent keynote speaker on the topic of leadership excellence and has lectured at

a number of academic institutions including, UConn, University of Hartford, Quinnipiac University and the University of New Haven. His first book, *The Navigator's Handbook, 101 Leadership Lessons for Work & Life* is available on-line and in bookstores nationwide. His second book, *The Navigator's Compass, 101 Steps Toward Leadership Excellence* had a nationwide release in 2015 and is also available wherever books are sold. Additionally, his articles have appeared in a wide range of local, regional and national publications and his case study, *Leading Change From the Top Down* is featured in the global MBA text book, *Leadership Learning from Real World Cases*.



PRAISE FROM CLIENTS

"David O'Brien designed and facilitated an enjoyable and insightful retreat for our senior leadership team that exceeded our expectations. It was an energizing and professionally stimulating experience that will have lasting value."

— CEO, Catholic Charities, Archdiocese of Hartford

"David O'Brien has a dynamic, interactive, collaborative style that immediately engages participants and puts them at ease. He has the ability to read the needs of his audience and the flexibility to tailor his content to meet those needs. His breadth of knowledge of leadership topics and team dynamics along with his maneuverability in the moment make him one of the key facilitators in our High Potential Leadership Program." — *Global Head of Learning and Development, Allied World*

"David O'Brien delivered a power-house presentation during our recent "all-employee" offsite event. Our employees are still raving about it and have said that he is the best speaker we've ever had! He took the time to understand our company, our culture, our mission and incorporated all of that into his extremely motivating, educational, and inspirational talk."

— Director of Operations, The Walker Group

"Of all the OD or Educational consultants that we have worked with at Saint Mary's you have done the most thorough research and completely understood our culture and our educational needs. This allowed you to design a program that was right on target and exceeded our expectations." — *VP, Human Resources, Saint Mary's Hospital*

"David O'Brien listened to what we hoped to accomplish and then designed a program that far exceeded our expectations. This was a new experience for our company and many of our employees were not sure what to expect. David understood our company culture and tailored his approach so that everyone comfortably participated in the process of identifying our strengths and opportunities. Thanks to WorkChoice Solutions, we have a viable and proactive game plan for the coming year." — *CEO, Millwood Industries, Inc.*

"Dave O'Brien of Work Choice Solutions provided us with leadership training customized to our needs. You could piece together a dozen "canned" training programs and still not come close to achieving the same result. Training was delivered with energy and sincerity which kept people engaged and motivated." — *President, CemcoLift Co.*

"WorkChoice Solutions is an outstanding partner to our organization as we strive for high performance. David O'Brien's unique blend of business acumen, strategic thinking and insight into engaging all levels of employees have made him a key contributor to our continuing success. He stands out for consistently receiving the highest ratings from leaders and employees on initiatives ranging from change management, individualized coaching, team building and leadership training." — *HR Director, Aetna, Inc.*

"Thank you for the great work with us. You are terrific to work with and your insights, perspective, timeliness, flexibility and willingness to share made the leadership development program successful. Your personal dedication to the success of each session was very impressive. People felt that you were part of the team." — *Divisional Vice President, Mass Mutual Financial Group*

"David O'Brien took the time to listen to our needs and understand our culture. He tailored a presentation that was right on target! The subject matter was a B-12 shot for our leadership team. Attendees left energized and motivated. We feel fortunate to have a new training partner in WorkChoice Solutions."

— VP Administration, Community Solutions, Inc.



Clients Who Trust WorkChoice Solutions ...

... WITH THEIR ORGANIZATIONAL DEVELOPMENT & PEOPLE STRATEGY NEEDS

