

Insight and Solutions for Today's Workforce

WFD Consulting provides a unique, solution-focused perspective on the people issues that impact business. Our clients include 40% of the companies on the most recent Working Mother magazine's "100 Best Companies" list.

WFD Consulting Products and Services

- Human Resources Strategy and Measurement
- Work-Life Strategy
- Retention and Advancement of Women
- Workforce Briefings for Executives
- Global Dependent Care Strategy
- Services for the Everywhere Workplace
- Workplace Flexibility Solutions
- Team Effectiveness Process™
- Dependent Care Outsourcing and Vendor Management



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What participants of TEP™ say . .



"The tool has a great methodology . . . we were able to come up with a great set of solutions."

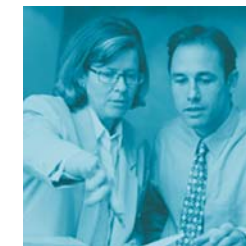
*Employee,
High-tech Company
Madrid, Spain*

"I am very pleased with this process as evidenced by success stories from my team regarding improved morale, flexibility, work/life balance and team interactions."

*Senior Manager,
Professional Services
Firm
New York, USA*

"WFD Consulting worked closely with Marriott line management at several of our properties to implement a process to quickly eliminate low value work, and begin our transition to a culture focused on results, rather than time."

*Bill Munk
Market Vice President
Marriott International*



Team Effectiveness Process™

Did you know that employees on average spend 20% of their time on low-value work?

What's the cost to your company?



Enhancing Business Performance, and Work-Life Effectiveness through Work Innovation

Can you afford to ignore the impacts of overwhelming workload, lack of flexibility and work-life conflicts on your people and your business?

The Team Effectiveness Process™ is a powerful, action-oriented tool that helps teams improve innovation, flexibility, communication and effectiveness in day-to-day work. Through this process teams:

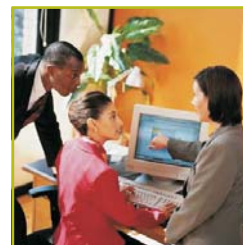


- Identify inefficient processes and practices that contribute to low-value work.
- Address excessive workload and enhance work-life effectiveness.
- Develop practical, high-impact solutions that can be implemented immediately to improve individual, team and business performance.

The Team Effectiveness Process™ has been utilized successfully by diverse teams in leading companies around the world. TEP™ has achieved powerful results for the:

BUSINESS

- Reduced turnover; greater retention of talent
- Alignment of business and personal priorities
- Reduction of low-value work and overtime hours
- Increased innovation and performance



INDIVIDUAL

- Better work-life integration and effectiveness
- More flexibility and autonomy over work
- Increased morale and job satisfaction
- Reduced stress and burnout

TEAM

- Better planning, communication and teamwork
- Increased efficiency and effectiveness
- Increased mutual responsibility and individual accountability



The Team Effectiveness Process™ can be easily adapted for use in your environment. A step-by-step Leader's Guide supports line managers or HR leaders in facilitating the process and helps ensure that the team achieves their desired outcomes in a short time.

Working with an internal design team, WFD Consulting helps you:

CUSTOMIZE TEP™

- Identify desired outcomes
- Plan the implementation process
- Customize materials and tools



IMPLEMENT TEP™

In two short meetings, teams:

- Establish Work-Life Effectiveness Operating Principles
- Identify drivers of workload, inefficiency and low-value work
- Develop potential solutions and work innovations that meet personal, team and business needs
- Identify "quick wins" and develop an action plan

A validated and automated TEP Assessment Tool™ identifies key issues for the team and provides a targeted focus for discussion and problem solving.



MONITOR, EVALUATE, REPLICATE TEP™

WFD will:

- Provide a follow-up measurement tool to assist teams in measuring results and business outcomes
- Train internal TEP™ coaches and facilitators to replicate the process throughout the company

"The WorkLife Dialogue Process [TEP™] we have developed in partnership with WFD Consulting offers teams a way to identify inefficient work processes and work-style issues that they can control. It helps participants make positive changes that can improve team productivity and individual work/life effectiveness."

*Betty Purkey
Manager, WorkLife Strategies*

Texas Instruments