



CLEVELAND & ASSOCIATES
Empowering Businesses

Developing a High Performance Organization

Effective management and increased leadership abilities are fundamental to the creation of high-performance cultures capable of overcoming economic challenges, capitalizing on new opportunities, and ensuring sustainable growth.

The most successful organizations recognize the benefits of idea generation and problem solving across all levels. Our approach provides solutions that decentralize the decision-making process and encourage contributions from all employees, resulting in greater recognition and response capabilities to changes in the marketplace.

Organizational Transformation

Most organizations employ individuals with specific knowledge, skills, or areas of expertise, while lacking a proven way to address changing capabilities and behaviors throughout the organization.

Transformation efforts carried out across the entire organization result in radical improvement of performance and business results, and our experts provide innovative avenues through which to address capabilities, behaviors, and management of all elements required to achieve success.

Learning Organization

Long-term success and sustainability in the marketplace require the ability to adapt to a constantly changing business environment. Utilizing the concepts gleaned from the work and research of Peter Senge, we initiate programs and techniques that facilitate continued education and skills-gathering by all individuals, creating a Learning Organization that is better prepared to address challenges, respond to changes, and continuously transform itself.

Employee Engagement

Successful organizations leverage the power of employee engagement to achieve bottom line business results. We develop strategies for recognizing opportunities and encouraging employee engagement in ways that align with management concepts and practicalities of the basic corporate tenets.

Our team provides practical tips for encouraging participation, identifying meaningful employee rewards and recognition programs, and achieving maximum results in culture management that can radically transform a workplace.