



## Corporate and Organizational Consulting Services

*All services will be provided by Joshua Klapow, Ph.D.  
on behalf of Empirical Applications, Inc.*

Dr. Klapow assists the organization with performance enhancement including team performance challenges and improvement, communication strategies culture and conflict management. Dr. Klapow helps teams during periods of transition and reorganization to adapt more efficiently and in a more productive manner. Dr. Klapow further helps teams develop and build trust and address potential barriers to trust. He finally, works with teams to deploy newly established or refined mission and vision statements and/or directives from organizational leadership. Dr. Klapow's services range from team consultation, individual team member consultation/coaching, development of communication content, didactic training sessions and on-call crisis consultation.

### **General Service Areas:**

- Employee performance enhancement
- Employee retention
- Crisis communication
- Client engagement and conflict management
- Team cohesion/team building
- Organizational change, change management
- Succession evaluation, high potential coaching, leadership development

### **Specific Services Rendered:**

1. Evaluate patterns of team performance in response to change directives and recommend courses of action at the organizational level to minimize disruption and maximize transition efficiency.
2. Serve as an on-call team resource for crisis management, communication, transition management and team conflict.
3. Support and assist supervisors and division leaders with the provision of content and on-going coaching on change processes, performance improvement strategies, conflict management and employee engagement.
4. Assist teams with communication, conflict management, team engagement and trust building.
5. Provide individual team members time limited, performance coaching to address specific team or individual challenges.
6. Provide "real-time" team coaching via text messaging, on-call consultation.