



Yagos & Associates

Unlocking the Power of Trust to Transform Organizations!

Overview of Yagos & Associates

The services we offer to individuals, teams, and organization are designed to provide insights into leadership development, culture transformation, keynote speaking, coaching, and assessment. The philosophy behind our services is the Fearless Leadership Approach to inspire leaders, managers, and staff at every level in the organization.



The Fearless Leadership Approach

Fearless Leaders transform the culture where purpose, values, spirit, and productivity thrive in an organizational setting? A Fearless Leader demonstrates awareness and a genuine caring for a person's well-being and value to align the connection between work and their sense of purpose. The Fearless Leadership Approach provides a process for leaders to create a workplace built on a foundation of trust. The journey begins in stages.

- Stage 1.** The journey begins with a reflection about the past, what we learned from the present; that can assist us in the future.
- Stage 2.** Identify the opportunities that exist today and a plan for the future.
- Stage 3.** Overcome the challenges to achieve new levels of performance.
- Stage 4.** Leading with **A.C.T.I.O.N** both personally and professionally.
- Stage 5.** Transformation: From the present to the future workplace.

Benefits of the Fearless Leadership Approach

- 🎬 Attract the right talent as the vision and values create a culture that becomes the competitive advantage for your organization.
- 🎬 Improve employee engagement which leads to higher retention, reduced absenteeism and turnover.
- 🎬 Engaged employees inspire teams and organizations to achieve higher levels of performance. Passion with a Purpose!
- 🎬 Inspired performance leads to greater results.

Keynote

The global environment has created tenuous if not perilous barriers to organizational effectiveness. The old paradigms of leadership are no longer effective. Today, leaders are navigating in the waters of complexity and must employ a range of interpersonal, conceptual, and strategic skills to keep the organization on a chartered course. During times of rapid change when current thinking and actions are no longer effective, the fear of the unknown and failure can be a threat to the success of an organization.

In Tom's enlightening and powerful keynote he brings to light how an organization can be paralyzed from a "culture of fear" to one that is transformed when relationships are built on a foundation of high trust with a *Fearless Leadership Approach*. He provides a new path for leaders to navigate in these uncharted waters by engaging employees at every level, building trust in those relationships, and inspiring employees to new levels of performance. Organizations are inspired and energized by Tom's ideas and invite him in to discuss the Fearless Leadership Approach with the senior team.

Assessments

5 Dynamics is an instrument that examines the way individuals learn and engage with each other. It removes the barriers to creating a high performing team.

Organizational Transformation Index™ uses nine interdependent measures to evaluate the degree to which your organization: a) sees the need for positive change in operational strategies, beliefs, and values that may be barriers to transformation, and b) has the foundation of organizational trust required to achieve organizational and behavioral transformation.

Toms Biography

As a *speaker* Tom's presentations ignite excitement and passion with his audiences. He not only entertains but provides a powerful message and insights to inspire participants for a call to action within their organization.

As a *facilitator* Tom develops a highly engaging environment where problem solving and critical thinking skills are tested. He has the ability to "peel the onion" to discuss ideas and solutions.

As a *consultant* Tom partners with his clients to achieve the desired results while building long term relationships based on trust. His background in a variety of industries enables him to address individual, operational, and organizational issues with sustainable solutions.