

The People Skills Group, LLC...

...works collaboratively with leaders who want more productive team work, better client service, more contented employees, and stronger organizations.

Issues We Help You Resolve

As a leader, have you been forced to reduce your head count, cut back on bonuses, pay or other employee benefits? As a result, do you find that you, your teams, your managers and staff have more pressure to produce faster while managing increased workloads? Is this causing an undue amount of tension and stress which have the opposite effect on achieving results?

Work place research validates that the need to do more with less has a negative impact on employee morale and productivity.

That's where we can help.

Here are just some of the issues we help can help you resolve:

- You are having trouble inspiring and motivating employees and project and work teams to uphold the mission of the organization while still balancing the importance of the bottom line.
- You are sensing tension and unspoken conflict between and among staff and leadership.
- Your organization is going through rapid change and people are having trouble adapting.
- Your teams are not working well cross-functionally; tending to work within their own "silos".
- Employee survey results are not as good as you had hoped yet you are expected to retain top talent and preserve morale in this difficult economic climate.
- Your sales team is having trouble reaching its goals because they are not focusing on building relationships.



Cynthia Stengel Paris
President
The People Skills
Group, LLC

Cynthia Stengel Paris is the President and Founder and of The People Skills Group, LLC. She has been working with individuals, teams and leaders to build strong organizations since 2001.

Ms. Paris is an **MBTI® Master Practitioner** and expert in the interpretation and use of the Myers-Briggs Type Indicator®. Her core business is built around the breadth and depth of the MBTI. Ms. Paris is Co-Owner and Editor-in-Chief of **MBTI Today.org** with Katharine D. Myers, Director Emeritus of the Myers- Briggs Trust. She is a former MBTI® Certification trainer, and has designed and delivered MBTI Certification Programs and Advanced Application Workshops for hundreds of budding practitioners nationwide. She is the NE Region Chair for the Association of Psychological Type International (APTi), Past President and a frequent presenter for the Delaware Valley (DVAPT), and has been a presenter and coordinator for the National Association's International Conferences.

Ms. Paris is known for her enthusiasm, high energy and ability to take complex concepts and make them meaningful and practical in the work environment. She has a natural capacity to understand the complexity of people working together and is an expert at identifying central issues in relationships and on teams to facilitate positive change.

Results We Help You Achieve

The truth is that it IS hard to diagnose and fix the people problems in organizations, even in the best of times. Most companies are well positioned to train employees on technical and functional skills but lack the expertise to address the issues related to the promotion of people skills, team dynamics and talent management. That's where we come in.

Here are some results our clients have reported:

- Communication between and among all levels of the organization improves as employees learn to focus on the relationship needs of each other, and the clients they serve.
- Employees gain a deeper understanding of self from the perspective of their core needs values, talents, and behaviors which translate to better communication, teamwork and leadership.
- Employee engagement, morale and loyalty increase as people understand how their strengths provide value to the organization.
- Cross-functional teams become more committed to achieving common goals and holding each other accountable for results which translate into a better product.
- Leaders gain an understanding of how they can best communicate their vision and manage, motivate and inspire those that they lead.
- Decisions that impact the team and organization are more collaborative and of higher quality as ideas are shared without unproductive, interpersonal conflict.
- Leaders gain an understanding of how they can best communicate their vision and manage, motivate and inspire those that they lead, based on the personalities of who they are leading.

Client Testimonials

"Cindy Paris of The People Skills Group did an amazing job helping us understand some of the breakdowns in our communication for individuals and teams throughout the country. She quickly identified areas in which we were struggling and helped us to understand even some of the simplest concepts of effective communication that had impacted our ability to enhance team building and leadership growth within our group. "

"Through training and coaching of team members from the VP level down, The People Skills Group taught us how to build trust, manage conflict and work more cohesively as a team. "

"I thought I knew my own Myers-Briggs type inside and out. Then Cindy came along. Wow! Not only did I learn a lot in her breezy, interactive group presentation (we all did!), Cindy's coaching session gave me more insights and to-do's than a week's training might have. I saw new ways to approach work situations and refreshing new ways to approach people closest to me. "

"Far too often when attending seminars or workshops, the spark of what is learned ends several days after the session is over. This is not the case with Cindy. Not only did I get a great understanding of myself through MBTI but equally important, I have used the tools provided consistently through the past year to communicate and develop relationships geared for success. I am very fortunate to have had the opportunity to meet and learn from Cindy. I will surely use these newly acquired skills not only for my career but also for life in general."