

The D&D Team

Steven Dranoff, Ph.D., is a psychologist with 35 years of experience working with organizations and companies around psychological risk. He is the founder and President of D&D Consultants, Inc., a national organizational consulting firm with a specialty in Public and Private Sector Risk Management and hostile work environmental problems. He is the author of two award winning books on harassment, has conducted his training on PBS and has been the recipient of numerous awards for his work in industry.

Joshua Feinberg, Ph.D., is a psychologist with over 12 years of experience in research. He is the Director of Research for D&D Consultants, Inc. and is also a member of the psychology faculty of Saint Peter's College.

James Garofallou, Ph.D., is a psychologist with years of experience treating and coaching executives and managers on issues ranging from the personal to the managerial. He has expertise in psychological evaluations, having taught diagnostic assessment techniques at Columbia University's Department of Clinical Psychology. He is the former director of an educational training organization and has led a successful four year long merger of his organization with a competing program.

Elizabeth Sharpless, Ph.D., is a psychologist and the Director of Assessment and Evaluation for D&D Consultants, Inc. She is also the Director of the Learning Center at the Jewish Board of Family and Children's Services and a staff member of the Wall Street Counseling Center.

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RESPECT

in the Workplace:

A New Model for Team-Building and Collaboration

Develop a Culture of Collaboration

A business' success or failure, whatever services or products it may provide, is ultimately determined by the effectiveness of its employee's interaction and productive cooperation. D&D Consultants, Inc. is offering RESPECT in the Workplace: A New Model for Team-Building and Collaboration, a research-based diagnostic and intervention tool that identifies the roadblocks, highlights specific risk factors and provides the needed interpersonal skills. These skills offer your employees a sharper awareness of the self within the workplace and the cues that others implicitly provide to signal their needs, sore spots, and areas of greatest strength.

Two types of skills are necessary for effective employee collaboration and team work. The first and most obvious is offered through team-building exercises and morale boosters. While these are effective in the short term to promote teamwork and inject cheer, management and workers are often left disappointed because the effects are minor and short-lived. Such results are inevitable without the second set of essential skills - employees need to be able to identify and confront the "hidden roadblocks" that interfere with their ability to work productively and operate to their fullest potential.

Diagnosing the Problem

D&D employs a time tested organizational diagnostic method that

- Identifies roadblocks and risk factors for your team or company.
- Provides a roadmap for correcting those problems.

Fixing the Problem

Employees are taught in small groups over 2½ days to:

- Improve their interpersonal relationships
- Learn to identify co-workers implicit cues and signals
- Learn skills that promote empathy to correct misperceptions
- Foster team-building and collaboration

A program is designed to eliminate the factors that undermine collaboration to:

- Reduce risk stemming from harassment, conflict, violence and team friction.
- Promote respect and ethical behavior.
- Reinforce skills training through 'contagion,' where employees over time, impact one another with what they have learned, creating a culture of collaboration.

Feedback

- Management is provided with a feedback report outlining the organization or department's universal and cultural risk factors that impede team-building and collaboration.
- Upon request, each employee is given feedback on their roadblocks within the company.