

The Mulvaney Group, Inc.

The Mulvaney Group helps individuals and organizations have Courageous Conversations™. This means people have dialogue with those they don't normally speak to about things they don't normally speak about. As well as, with those they speak to all the time about topics they would rather avoid.

TMG's 15 years of experience has shown to reduce employee attrition (by 50% for one client) and to increase revenues (25% for another).

Some clients include:

- American Express Financial Advisors
- Best Buy Company
- Blue Cross Blue Shield of Minnesota
- Brookdale University Hospital and Medical Center
- Business Loan Express
- Carat USA
- Citigroup Global Corporate and Investment Bank
- Citigroup Private Bank
- Consumers Union, publisher of Consumer Reports
- Credit Suisse First Boston
- Deluxe Corporation
- Fairview Health Services
- Fallon McElligott
- Federal Reserve Bank of Minneapolis
- International Truck and Engine Corporation
- Medtronic, Inc.
- Methodist Hospital
- Prudential Financial Services
- RBC Dain Rauscher
- United Auto Workers – GM
- United States Tennis Association

How to find and use my Competent Advantage™

Courageous Conversations to engage in dialogue with people we don't normally speak to on topics we don't normally speak about (race, gender, orientation). Or with those we speak to all the time about topics they would rather avoid (inappropriate behavior, job performance, money).

August 15, 2006 Podcast with Colette Ellis, Principal of InStep Consulting LLC
www.instepconsulting.com or competent-advantage.blogspot.com

Topic: How do I learn to use my *Competent Advantage™* to increase my job satisfaction, take charge of my career, and work from an Asset-based mindset?

- **Think inside the box**

- Rather than immediately considering leaving a position where you are not feeling fulfilled, are there ways to expand this current role, take on new responsibilities, or be a member of a new project?

- **Do your homework**

- Before talking to your manager about the situation, think and consider what might be some possibilities that you see to get “re-engaged” in the work. Don't leave it completely to your manager to generate ideas.

- **Build your skills**

- Are there company sponsored training, classes, online courses you can take that would enhance your existing skills or build new ones? Find professional associations or volunteer activities to help develop new skills or take on leadership roles.

- **Increase your “Line of Sight”**

- Do you understand how your work contributes to your organization's success? How can you learn about other functions? Consider doing some internal informational interviews to research other departments and projects within the organization.

- **Create a “buzz” about your work**

- Let other folks know what you are doing. Contribute to a newsletter, start a blog or join a networking group. Engage your mentors and champions to share your accomplishments with others.

About the Program:

Interactive seminars and advisement help high-potential leaders to:

- Align your skills with career paths and job opportunities
- Discover your personal motivators
- Improve your communication skills
- Learn tips to make effective career transitions

The online community [<http://competent-advantage.blogspot.com>] provides:

- Exchange of ideas, challenges and best practices
- Information on key professional associations and networking events
- Relevant career tips and strategies

Primary Focus Areas:

- Branding & Personal Image
- Career Assessments (Delivery & Interpretation)
- Career Transition
- Communication Skills
- Goal Setting
- Interviewing Techniques
- Resume Building

Sector Experience:

- Consulting/Professional Services
- Financial Services
- Media/Communications
- Nonprofit
- Technology

About the Advisor

Colette D. Ellis, Founding Principal of InStep Consulting LLC, helps people and organizations define their **competent advantage™**. She works with individuals – to surface strengths and opportunities for growth – and organizations – to align resources with strategic goals.

Her intuitive approach is based on nearly 15 years experience creating professional development programs for leading corporate and nonprofit organizations. Colette is skilled in the design and facilitation of learning events, having taught with the City and State Universities of New York, Gotham Writers' Workshop, Long Island University, and the Workshop in Business Opportunities (WIBO). She is certified by FranklinCovey to deliver *7 Habits of Highly Effective People®* and *FOCUS: Achieving Your Highest Priorities*.

Colette graduated *cum laude* from Dartmouth College, with a BA in English, and from New York University with an MPA in Public Finance.