



**Stephen C. Proudman**  
**Organizational Development Consultant**  
**Facilitator – Coach – Writer**

Steve Proudman, MS Adult Education University of Wisconsin – Madison, is the President of the Proudman Group, Inc., an organizational development consulting firm. Steve brings 17 years of experience as a facilitator, coach, consultant, trainer, and writer. His expertise is in designing and delivering experiential learning programs for teams and organizations. Steve is an adjunct faculty member of the University of Wisconsin – Milwaukee Executive MBA program.

Our consulting work combines the disciplines of experiential learning with interpersonal and group dynamics, leadership, and human impacts of organizational change in an intuitive adult education process. Our work involves the human element in ways that combine the head and heart in a participative process that produces insights and learning. Steve is a master facilitator at building the potential of teams.

Steve's client list includes Allstate Insurance Company, Columbia Tri-Star International Television, McDonald's, Bain & Company, Inc., Ameritech Small Business Services, Pactiv, United States Department of Agriculture, Arkansas State Dept. of Education, International Truck & Engine Corporation, Deloitte & Touche LLP, Citicorp Diners Club, Nordstroms, Kohler Company, the Greater Yellowstone Coalition, the Green Bay Packers, GE Medical, and Harvard University's MBA African American Student Union. From 1990 - 2000 he worked with the Wharton Business School at the University of Pennsylvania and the Graduate School of Business at the University of Chicago in designing and delivering leadership retreats for all first year MBAs. He currently leads retreats for the Univ. of Wisconsin – Milwaukee's Executive MBA program and the Weekend MBA program at the University of Chicago.

TPG's current projects include True Gravitee® and TEAMJAM®. True Gravitee® is a golfing adventure designed as a reflective tool for individual, team and/or executive growth and development. TEAMJAM® [www.teamjam.net](http://www.teamjam.net) is an innovation in team building for larger groups. It is an experiential learning event, custom-designed to practice teamwork skills in a multi-tasking environment.

The Proudman Group's basecamp is in Kohler, WI. We have affiliations with the Kohler Resort [www.destinationkohler.com](http://www.destinationkohler.com); the Osthoff Resort in Elkhart Lake, WI [www.osthoff.com](http://www.osthoff.com); and the Blue Harbor Resort and Conference Center, Sheboygan, WI [www.blueharborresort.com](http://www.blueharborresort.com). TPG is experienced in designing and delivering learning programs anywhere. TPG networks with a variety of other consultants for collaboration on engagements.

Steve has been an active member of the International Association for Experiential Education for 14 years serving as a board member and treasurer. He is a member of the International Association of Facilitators, the Organization Development Network, the Association of Challenge Course Technology, Meeting Professionals International and is an Advisory Board member of the Shivas Irons Society, [www.shivas.org](http://www.shivas.org) and Play for Peace, Inc., [www.PlayforPeace.org](http://www.PlayforPeace.org). His interests include golf, photography, backpacking, skiing, running, travel, and adventures with his family. Steve lives with his family in Kohler, Wisconsin.

**Organization Development**  
**Team Building/Meeting Facilitation Services**

The Proudman Group is an organization development firm comprised of a network of facilitators who design and deliver customized experience-based learning sessions. We customize our services to address specific client



needs. We can help you create a meeting climate that creatively taps people's full potentials, opens them up to new possibilities and leaves them energized and renewed. Our goal is to add value for your clients using state of the art adult education tools and facilitation methods for small or large groups (8-500). Our specialty is hand made customization for full impact.

### ***Action Learning Tools***

We specialize in using experiential learning tools to support your meeting objectives. Programs can be conducted indoors or outdoors, year round. Experiential learning is facilitated to enable participants to pull their own lessons from the activities. The learning model involves a series of activities designed in a sequential progression that highlights the goals set forth by the client. The learning occurs through a group's dynamics of interacting as the individuals work together to problem solve. The facilitator role is to present the activity, assure the safety of participants and then lead a process of reflection through ongoing "debriefings" throughout the program.

The outcomes and benefits are determined by the group's investment in exploring their own insights, perceptions, and feedback to and from each other. The educational focus always centers around the goals determined in assessments done prior to the program delivery. Metaphors are used in the presentation of each activity by the facilitators to develop a mirroring effect of workplace behaviors. The debriefings have a dual focus. Questions stimulate discussions on what happened during the activity and what behaviors can be transferred back to the work setting. The metaphors are used to stimulate right brain thinking which opens up the transference of the lessons being learned to the realities of the "work" environment.

### ***Meeting Facilitation***

Meetings can be stale and uninspiring or they can create energy and ideas that renew and recharge people. How meetings are structured, designed, and facilitated is as important as the content and agenda of the meeting. We offer creative meeting facilitation designed to compliment your full meeting agenda. We can address issues related to networking needs, team development, motivation, systems change, organizational learning, personal development, and conflict management. We can custom design a team retreat, facilitating the learning process for maximum benefit and enjoyment.

### ***Networking Sessions*                    2 to 4 hours**

*"Connections" – Programs to energize your Business Networks*

These programs support the relationship building needs for Sales Meetings, Annual Meetings, Directors Meetings, Global Management Meetings, New Mergers, New Hires, New Product Development Teams, R&D teams, etc.. 1/2 day to a Full Day. 8 -300 participants. Flexible in design, they are primarily focused on building the face to face relationships that when well developed, can facilitate more effective utilization of the human capital in organizations. Well developed networks support fluid connections in organizations and with customers. These programs help to break down barriers between people get them connected quickly and efficiently and create a trusting and open environment between colleagues.

### ***Enrichment/TeamBuilding Sessions*                    4 - 8 hours up to two days**

*Breaking Boundaries™ – Teaming Skills for the New Workplace*

Teams are performing more work in organizations. Cross-functional teams require clarity of mission and purpose. Conflicts over turf, resources and between egos can diminish the effectiveness of effort and drain valuable emotional energy and time from management. These programs focus on building teaming skills. Effective communications, creative problem solving, leadership and followership, facilitation and collaboration are key characteristics of high performing teams. Every team has differing needs. These programs are custom designed to meet specific needs determined in assessments and pre-work diagnostic processes. These programs can last from one day to multiple days spread out over a period of time. It is most productive to commit some time to assure the learning is operationalized into the organization.



### ***Consulting Services/Interventions***

These programs require more time for front end diagnostic work to enable a deeper impact on the issues and needs in the system. They can be more skill based or have a more interventionist strategy to their design.

- Executive Development/Executive Retreats – "Executive Playgrounds"<sup>™</sup>  
For developing deeper learning and insights into visions, beliefs and strategy. Custom designed experiences that build a strong relational foundation for executive teams managing the process of change and leading the way.
- Culture Change: supporting the behavioral / cultural elements an organization must manage in change initiatives.
- Creativity/Innovation - Breakthrough Thinking in Problem Solving Processes
- Vision/Values Alignment
- Leadership Development – Interpersonal effectiveness
- Team Retreats – Taking stock, setting strategic directions

### **Other Innovative Learning Products and Services**

#### ***TEAMJAM®***

A breakthrough experience for large meetings. A frenetic multi-tasking event that taps the competitive spirit of an organization and channels it into a point gathering process that has teams working in parallel to one another accomplishing tasks as diverse as hair sculptures, creating team poems, building bridges out of spaghetti and glue. This customized event is energizing, positive in spirit, and fun for all to participate. It is a great way to start off a meeting or reenergize one half way along. We have also conducted this program to produce relevant business ideas, brainstorming, and creative solutions to existing work situations. In 2003, we produced a series of 7 TEAM-JAM® events for 2,000 IT professionals of a Fortune 100 company as part of a culture change initiative. These events took place over a one month period in three different cities. Content from each was accessible via the internet for all subsequent participants.

#### ***True Gravitee®***

For organizations that include golf in their meeting rituals. We present a different kind of corporate golf outing. A contemplative executive development experience and/or a Teambuilding adventure through the game of golf. We facilitate a golf outing that is a unique learning adventure about interpersonal relations, team dynamics and self awareness. The golf game is layered with a reflective self directed process that presents a variety of on course exercises for golfer and non-golfers to learn about themselves and the colleagues they work with. TPG can work in conjunction with the Shivas Irons Society and PGA Professionals to produce these events. Conducted for 4 – 144 people.

#### ***TEAM ART Project***

Teambuilding done through process of producing art. The creative and innovative aspects of people emerge in this customized workshop format that produces art that reflects an aspect of a team's dynamics, history and vision. We work with the John Michael Kohler Arts Center in Sheboygan, Wisconsin ([www.jmkac.org](http://www.jmkac.org)) and professional artists to produce these highly unique events. We all have a little Da Vinci in us...

#### ***Low and High Level Challenge Course Experiences***

We can facilitate an action learning experience that involves using adventure as the means to insight and awareness among team members. These programs use state of the art safety methods and are always operated with a "Challenge By Choice" philosophy. Participants choose their own levels of risk and involvement.



### ***Myers Briggs Type Indicator***

The MBTI is a personality tool to help teams understand and tap their full diversity talent. TPG is licensed to use the MBTI and can customize a design that integrates its use into an experiential workshop for team and individual development. We are also certified in a number of other psychometric tools.

### ***Experience-Based Learning Guide and Train the Trainer***

Steve is a co-author of the "Facilitating Experience-Based Learning", a handbook for facilitating experiential learning. It includes 15 initiatives, variations and case studies. TPG also offers customized training for facilitating experiential or action based learning to a variety of audiences. Conducted for corporate, youth, government, health care, organizational consultants.