



DOTTINO
CONSULTING GROUP

Unleashing the possibilities.



Minds over Matters™

As a leader, you're the keeper of an endless list of challenges and initiatives.

These days, you're too busy to take two breaths in a row, let alone identify and address the myriad challenges and barriers to transformation that may be holding your company back. Engaging your employees is critical to creating an outstanding customer experience, but reaching that promised land isn't exactly a pleasure trip... and you have obstacles that are proliferating. Customers continue to expect more from you while you face continuous pressure to cut operating costs.

Compounding these challenges: *The imperative to perform while you transform.*

Helping you thrive in times like these is what we do at Dottino Consulting Group, a distinctive management consulting firm with the experience, knowledge and unique approach to help you succeed – in the ways you define success.

We're here to teach your leaders and frontline employees the skills and tools that enable them to meet these and other challenges on a daily basis.

- Integrating human behavior with business process innovation
- Transferring unique and sustainable skill-sets that enhance revenues and reduce costs
- Closing communication gaps between all levels of leaders and frontline employees
- Pioneering the principles of neuroscience in business as they apply to process innovation, leadership development, teamwork, communication and creativity
- Providing organizations like yours with the tools to continually exceed key performance targets in a dynamically changing world



Our proprietary methodologies – Leadership Frameworks™ and Grass Roots Innovation™ have been proven again and again over decades with some of the world's most notable businesses and organizations.

We'd like to put them to work for you. So you can take a breath. Or two.

Culture first. For results that last. *For life.*

Inspiration beats motivation. *Everytime.*

As a leader who believes that solutions reside within your frontline employees, you know this to be true. Which is why, with your involvement, we begin with your culture, a notably different approach compared to most management consulting firms that may make technology their first stop – and process improvement second – and wait for employee engagement.

Doesn't happen.

DCG works in ways large, small and innovative to connect the organization's priorities with your people intellectually and emotionally through a variety of proprietary methodologies and approaches.

The ways by which these relationships are forged and maintained over time yield positive and lasting results by every desired metric.

The DCG approach is unique in its ability to transfer knowledge and inject confidence into every individual within your organization, from the frontline to the executive suite; opening their eyes to personal and organizational possibilities previously unseen or unrecognized.

Ours is an alchemy that turns apathy to energy, transforming employees into champions with the enthusiasm and passion for meeting new challenges and bringing to life new solutions.



**It's truly an amazing
transition *to experience.***

"I have used their GRI framework to drive transformational change at three companies in the United States, Europe and South Africa.

and makes continuous improvement accessible to the front-line worker. I highly recommend it as an operating philosophy."

The concepts are universal, simple to comprehend and practical to implement. When DCG is embedded in a transformational leadership team, they teach participants skills needed to improve employee engagement, deliver quantified value, and develop a culture of high performance. GRI puts Kaizen into context

Ron Glickman (former) CIO and VP of Quality UTi

Singular approaches with universal applications.

DCG offers enduring culture change, time-tested yet refreshingly distinctive methodologies that generate success from the frontline to the bottom line.



Signature Workshops

Leadership Frameworks™ – One of DCG’s highest impact offerings, this workshop is focused on teaching critical leadership skills to managers/executives throughout the organization. The workshop is conducted in three sections, each occurring weeks apart, which enables work assignments to be given between each segment. The workshop teaches leaders frames of thinking that guide them in their day-to-day decisions and lead to optimal results. This workshop complements Grass Roots Innovation™ (GRI™) initiatives.

Grass Roots Innovation™ (GRI™) – Referred to as our “three-day miracle,” GRI™ is a workshop for frontline employees and their immediate manager/supervisor to identify and remove barriers to delivering both great customer experience and financial performance. Frontline employees learn process innovation and emotional intelligence skills to address issues within their real-life work activities and deliver measurable ROI.

The first three days of the workshop are consecutive, and work teams use the skills learned in GRI™ to develop specific action plans that are presented for approval to executive sponsors at the end of day three.

“Tony’s concepts are the most powerful I have ever used.

He is one of two people that have shaped my leadership thinking and helped me achieve the success I have had in my career.”

Brian Adams, CEO Florida Hospital Tampa

“DCG workshops address the most prevalent managerial challenges in a unique way,

providing practical strategies and tools to engage employees. They help leaders create an environment that sustains creativity, passion for work and build leadership skills at all levels of the organization.”

Anne Kelly, CEO Director, Federal Consulting Group

The fourth day is a follow-up session approximately six weeks later, where teams report out on their results using the measurements identified in their action plans. Upon completion, new projects are identified to deploy GRI™ skills.

Signature Services

Operational Deep Dive (DD) – A DCG consultant spends time embedded in day-to-day operations to assist senior executives in gaining a deeper understanding of the status of front line engagement. Deep Dive identifies disconnects that exist between frontline staff and management that adversely impact the customer experience. It leads to an organization realizing even greater improvements.

Executive Coaching – DCG provides extensive coaching to selected leaders to help them integrate the Leadership Framework principles into their day to day decision-making and communications to their teams with a focus on key organizational goals.

Subject Matter Training

Mind Mapping – (1.5 days) Participants learn to use and apply this skill-set to enhance organizational communications, creativity, teamwork and problem solving.

Team Building – (1 day) Highlights the basics of human thinking that positively impacts organizational dynamics and teamwork.

Creativity – (1 day) Leveraging research on the brain and memory, participants develop new creative skills and are taught to apply them to solve ongoing business problems.

Trainer Certification

Certain clients may prefer to license DCG's intellectual property (IP) and conduct training in-house. DCG provides a complete Train the Trainers Program – training, detailed coaching and a step-by-step manual to successfully teach and implement the GRI and Leadership Frameworks methodologies.



Inspiration beats motivation. *Every time.*

DCG. Changing cultures. *Producing results.*

Your time is now. Time to positively transform your culture. Time to succeed by every conceivable metric. Time to take your life back. Take an unprecedented opportunity to give your executives and your workers the skills that change lives. Create an environment that sustains creativity and a passion for work that delivers business results.

Talk to Dottino Consulting Group.

The future of your organization depends on it.

Call 877-287-8060 or visit DottinoConsulting.com



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Minds over Matters™

Founder Tony Dottino uses his head *to get his clients to use theirs.*

Throughout his distinguished career, Tony Dottino has been recognized for his energy and passion for helping people succeed.

At IBM, he created a process management workshop recognized as an IBM best-in-class practice, for which he received the President's Award for Innovation and Teaching Excellence. The fundamentals of this methodology were integrated as key elements in what became Six Sigma.

Tony was part of the team that wrote the initial criteria of a national quality award for President Ronald Reagan. That work is now recognized as the Malcolm Baldrige Award.

In 1995, Tony founded DCG. His work here and elsewhere has been documented in two books – co-authoring *The BrainSmart Leader* as well as the critically acclaimed *Grass Roots Leaders - The BrainSmart Revolution in Business*.



Among Tony's most notable clients:

- Florida Hospital (multiple campuses)
- Department of Homeland Security
 - Con Edison
 - IBM
- British Airways
 - ASCAP
 - UTi Global
- InterContinental Hotels Group.



The USA Memory Championship was founded by Tony Dottino in 1997. While applying neuroscience in pragmatic ways in the business world, he was amazed to discover that most people were unaware of the untapped potential of their own brains.

The USA Memory Championship is dedicated to intellectual achievement by showcasing the unlimited abilities of the human brain by providing a forum to compete in the most important and fundamental skill of mental ability – memory.