

Less stress More success

- ◆ Dominate your competitors
- ◆ Eliminate dysfunction
- ◆ Eliminate recurring problems
- ◆ Reduce stress and discontent for you and your employees
- ◆ Be lean and highly profitable
- ◆ Win customer devotion
- ◆ Boost productivity and sales
- ◆ Free yourself from “Management firefighting”

Management coaching and training from the real world.

Learn management tools that work with your current people and circumstances.

An **Organizational Development expert** who has had a management career *in the trenches, fighting the same business battles you fight.*

A **career manager-turned-Business-Coach**—not a career professor, author, or consultant.

Every method he teaches he has personally practiced and fine-tuned—while working as a manager in real businesses.

Acquired a broad business background largely through starting a manufacturing business when he was twenty-seven years old, and then ten years later, starting a staffing business.

- Entrepreneur
- Business Coach
- No theory
- No textbook concepts
- Only real-world methods that deliver excellence



Larry Hollon

Workshops and management coaching for management frustrations like these:

- **Do you want to grow your business—in both sales and profitability?** There's a proven science to rapidly significantly growing a business. Many of the proven principles and methods simply aren't taught in conventional business education and training. And, they are rarely taught by industry-specific experts.
- **Have any subordinates with whom you would like to improve his or her performance, or set and/or enforce boundaries? Or, have subordinates you just want to develop?** Effective employee coaching is nearly always the tool to use for these situations. Conventional coaching has simply failed to be effective in the workplace.
- **Do you need better productivity and teamwork in your area of responsibility?** There's a science to building productivity and teamwork.
- **Have any difficult people or potentially explosive (or uncomfortable) issues you need to deal with?** There are ways of handling difficult people and navigating touchy situations with absolute confidence that you will achieve consensus without arousing hostility.
- **Need to spend less time on reactive firefighting and more time on proactive development/improvement work?** It's not easy. It's a matter of developing new management and leadership habits.
- **Need to build more commitment in the people in your area of responsibility?** You're not stuck with the current level of “motivation” of each your subordinates. You can influence people to have higher levels of commitment. There are a lot of myths on “motivating” people.
- **Do you have changes you want to make in your area of responsibility?** There's a science to leading change. Around two-thirds of change initiatives fail—because this science is rarely practiced.

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**Seeing the whole picture, & the integrated & interdependent nature of the parts.*

HolisticOutlook.com

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Management coaching and training from the real world.

Fresh new perspective...

...from a talented coach, teacher-of-people, and businessperson...
...with an unusually diverse business background...
...delivered with powerful examples, analogies, and real-life experiences.



Transformational new information, insights, and methods in these business areas:

- Business growth and development
- Building productivity and teamwork
- Business process development and improvement
- Building employee commitment
- Effective coaching skills
- Leading change instead of driving it—assuring employee buy-in
- Organizational development
- Handling difficult people and situations
- Customer service skills
- World-class leadership
- Effectively influencing people
- Building consensus in workgroups
- Rock-solid employee retention
- Effective problem solving
- Interpreting employee behavior
- Performance appraisals that motivate
- Dealing with problem employees
- *Six Sigma* process-management tools
- Getting *Lean*
- Professional self-management
- Coping with change
- Precise time management

Larry Hollon is experienced in eleven different fields...

- Five manufacturing industries
- Two service industries
- Three training fields
- Consulting

...and he is trained and experienced in most major business processes.

- Executive management
- Finance
- Accounting
- Product engineering
- Process engineering
- Plant engineering
- Credit management
- Purchasing
- Customer service
- Marketing
- Advertising
- Public relations
- Selling
- Accounts payable
- Accounts receivable
- Quoting / bidding
- Human resources
- Quality assurance
- Pricing
- Production
- Training
- Materials control
- Scheduling
- Sales management
- Employee recruitment
- Cash flow management



A twenty-three year study of world-class management methods:

- **Learned** through intensive study of the methods of the world's most successful companies and leaders.
- **Learned** from experts recognized around the world.
- **Learned** from studying hundreds of case studies.
- **Learned** from 20 years of practicing and fine-tuning the methods as a manager.

