



Maxfield Productivity Consultants, Inc.

Products & Services – Performance Consulting & Materials

Organizations with operations extending beyond the United States often experience challenges in developing a workforce with shared understanding of operations, practices and processes. Differing cultural norms can influence employees' and their governments' views of valued workplace behaviors and lead to confusion, misunderstanding, distrust and lost opportunity.

The following examples illustrate solutions we have created to meet some of those challenges. Please contact us to discuss these and your organization's requirements further.

Travel & Cultural Guide to Houston

The Travel & Cultural Guide to Houston prepares overseas travelers for successful developmental assignments and other professional visits to Houston. Its sections bring the visitor from pre-flight preparations through arrival, getting around the City, developing strong teamwork with American colleagues and departing for home. Visitors will find the information on basic workplace norms, guiding cultural beliefs, business style, and valued behaviors equally helpful as material on locating restaurants, entertainment, and currency. Links to websites offering the latest information on exchange rates, maps and other vital information, plus checklists to complete before leaving, accelerate the acculturation process, saving valuable time and costs while developing positive relationships.

Problem Solving & Decision Making

Problem Solving & Decision Making is a very basic course designed to help people, particularly foreign nationals who may not have experience addressing workplace problems, follow a simple, systematic process that leads to effective day-to-day decisions. A two-hour kickoff introduction explaining the problem solving framework, followed by journal keeping, daily coaching and a half-day follow up class in which participants together examine the situations they've resolved reinforce course principles and practices.

Leadership Pipeline

Today's rapidly changing workplaces demonstrate that we need a culture of coaching now more than ever. This one-day course shares proven principles, practices and tools that enable managers to clarify their coaching relationships with employees, use our unique coaching roadmap, overcome challenges to successful coaching, uncover resources to improve employee knowledge, skill and motivation, praise commendable performance and challenge gaps. The result is reduced ramping up time, increased skill and job flexibility and stronger relationships.