

Your business ▪ it all **begins and ends with people.**



Our Vision

“With you” is our only way.

Our Mission

We are in the business of people. We are in the business of organizational transformation and change. We are in the business of listening and patience, which are both a form of action. Our approach to each client relationship and each project is to equip and mobilize individuals and teams with tools and resources that make life at work more productive, organized, fun and satisfying for all. This is all possible because we believe nothing is impossible, no matter the ease or difficulty of the circumstance when we are “with you” each step of the way.

Our Values

We are committed to “live out” our values whether speaking, thinking or in action. They are simple yet transformational. In all things we are committed to stay in joy, practice patience, listen first, creatively reimagine and let gratitude mark the start and end of each day.

Our Approach

At TMCG Inc., we are passionate to the extreme with our approach to our services! We have extensive, deep expertise and experience in the people stuff, organizational change stuff and team/leadership stuff. Practicing our values guided by our vision and mission, we provide fully customized solutions for your people and organization needs. That means we first want to get to know you—your goals, what is working well for you, your challenges and your vision so that we can help you reach your goals, continue with what is working well, overcome your challenges and transform your vision into a reality.

You will find that we genuinely understand your challenges because we've lived them as leaders ourselves, and then as consultants for leading companies, numerous not for profit organizations, including faith-based and religious congregations, and several institutes for higher education. We bring that experience to every engagement so that together, we can find the best solutions for your people and organizational situations.

Our Services

Human Resources Management On-Demand and Outsourcing

TMCG Inc. is your HR organization, on-call whenever you need us. We can help you develop a working plan for maximizing your “people” investment and take on the human resource management tasks that take you away from your core business.

Call us when:

- Your organization is changing or growing.
- You want to review your people processes – HRIS, compensation, talent management.
- You are implementing programs to measure your level of employee engagement.
- You are planning to reshape your workforce as you grow or contract.
- You need extra help with HR transactional tasks.

What makes us different?

- We partner with you to assess and analyze your people and organizational strategy.
- We listen and come to understand your current people organization policies and practices.
- Services are completely customized: we get to know you and customize solutions.
- Decades of real-world leadership experience: we know it because we've lived it.
- You only pay for what you use: we don't ask for high retainer fees, charge for a minimum number of hours or round up our time.

Employee Relations

TMCG Inc. can provide support for ongoing employee issues as well as help you establish the processes and procedures related to managing employees.

Call us when:

- You need support dealing with a problem employee or employee conflicts.
- You need assistance in understanding the root cause of a pattern of issues that may indicate systemic problems in your organization.
- You need support in developing or managing a progressive discipline process.

What makes us different?

- We do all things with a natural affinity toward grace under pressure. Believe us, these situations call for it.
- We're available, on-call, any time you need us.
- We have deep experience ensuring proper documentation that is defensible.
- We provide guidance if you head down a high risk, litigious path with an employee action.
- You only pay for what you use: we don't ask for high retainer fees or charge for a minimum number of hours.
- Decades of real-world leadership experience: we know it because we've lived it.

Organizational Change Management

TMCG Inc., it has been said, breathes organizational change! TMCG will work with you to assess your current state, help you map and plan the future state. To bridge from current to future state, TMCG will journey with you to communicate changes, measure the impact of the changes, reshape roles and help all navigate the curve, the ups and downs, that come with change.

Call us when:

- You are at the *beginning* of the organizational change, don't wait until you're in the middle or at the end when your people may have lost enthusiasm, patience, and trust.
- You have a change on the horizon with governance, downsizing, growth, or new services.
- You sense a pressure or stress on your leaders with the amount or frequency of change. resulting in resistance or lack of confidence to be change leaders

What makes us different?

- We breathe change.
- We understand how to assess individual, team and organizational impact as a result of the change and can guide action plans to assist all in bridging the current state to the future state.
- We equip your employees to be change leaders and change navigators.

Leadership Development

TMCG Inc. will get to know you and what's unique about your organization. It is known that people do not leave organizations, people leave leaders. Knowing this, Leadership Development is a non-negotiable investment for your organization.

Call us when:

- You have new leaders.
- You want to assess strengths and create plans to equip and mobilize leadership
- You have existing leaders that have challenging situations.
- You are looking to invest in ongoing development of your leadership team.

What makes us different?

- Engaging and fun: we utilize adult learning models so employees are more likely to learn and retain the information.
- Training is fully customized: we start with a thorough analysis of your organization's needs, goals and issues, we recommend an approach which could include hands-on workshops, training, one-on-one coaching or other solutions.
- Decades of real-world leadership experience: we know it because we've lived it.

Leadership Coaching

In addition to training and hands-on workshops, TMCG Inc. also provides one-on-one coaching for leaders who may be struggling with a particular issue or who just need some extra support to develop new skills. Coaching is typically utilized by existing leaders, new leaders or even emerging leaders who need some individual support.

Call us when:

- You have a leader who is struggling with some aspect of their performance.
- You have new leaders that need one-on-one support.
- You are looking to invest in ongoing development for key leaders on your team.

What makes us different?

- Coaching is one-part leadership knowledge and one part tapping into a leader's roadblocks and motivations; we are experienced at bringing those aspects together.
- Supporting leaders developing new skills or correcting ongoing issues while pushing them out of their comfort zones.
- Decades of real-world leadership experience: we know it because we've lived it.

Team Development

Many things can trigger the need for team training and development. Often times it's because there's a conflict within the team or between teams. Other times the organization is undergoing some change which can be difficult for employees. Many times leaders simply want to invest in the success of their teams to help retain and optimize their workforce. TMCG Inc. will perform a thorough analysis of your situation and needs before recommending appropriate training or other solutions to sustainably resolve your issues or strengthen your team.

Call us when:

- You are looking to invest in ongoing development for team members.
- Change, whether organizational, process or anything else that feels like the tectonic plates are shifting is affecting your team.
- You are having challenges within a team or across multiple teams.

What makes us different?

- Training is fully customized: we start with a thorough analysis of your team's needs, goals and issues.
- Engaging and fun: we utilize adult learning models so employees are more likely to learn and retain the information; offer hands-on, experiential learning whenever possible and, as we said, always keep things moving and as fun as possible.
- Decades of real-world leadership experience: we know it because we've lived it.

Performance Management

Many organizations have very little formalized by way of performance management. This can lead to even more challenging employee issues. TMCG Inc. can help you develop a performance management process as well as train leaders on how to best utilize that process (which largely means helping leaders understand the value of ongoing and immediate feedback). Also, when day-to-day employee issues arise, you can always utilize our on-call HR services.

Call us when:

- You are struggling with a complicated employee performance issue.
- You need support in developing a performance management process.
- You have a leader or leadership team who need help in improving their performance management skills.

What makes us different?

- We're available, on-call, any time you need us.
- We get to know you and customize solutions to fit your needs, goals and issues.
- Decades of real-world leadership experience: we know it because we've lived it.

Workplace Policies and Practices

When employees fully understand what's expected of them, organizations run much more smoothly. But if those expectations aren't adequately documented and communicated, it's difficult to effectively manage staff. TMCG Inc. can help you develop or update your employee handbook and policies as well as roll them out to staff.

Call us when:

- You need to develop or update your employee handbook.
- You need help in defining workplace practices and procedures.
- You struggle with implementing the policies that you have in place.

What makes us different?

- We get to know you and customize solutions to fit your needs.
- We can help guide you on what should be included in your handbook and policies vs. what should be included in procedures to help simplify your operations.
- Decades of real-world leadership experience: we know it because we've lived it.

Our Experience

Small Business: No Job Too Small

TMCG Inc. has worked with many smaller organizations to create HR policies and procedures, manage employee relations issues and provide guidance as HR issues arise. We're the on-call HR Department that most small businesses wish they'd had before a crisis hit. We help walk clients through sticky issues such as terminations, harassment claims and day-to-day issues that arise when working with a team.

Religious Organizations: Locally and Nationally

TMCG Inc. has worked with religious organizations in Wisconsin, Illinois and nationally to help with strategic planning, organizational change management, human resources management, handbook development, leadership development and engagement. TMCG has a special place in the heart of its organization for religious congregations. Projects include facilitation of strategic planning sessions with Boards, leading major transition and change efforts and making sure the organization and people, have the support, tools and resources needed to embrace and effectively manage those changes.

Large Organizations: Big 10 University

Support services at a Big 10 University were in crisis and leadership was at a loss to understand why or how to address it. TMCG Inc. met with leadership and then individually with each member of the team. It was clear that the problems weren't easy to identify or to solve. Our first task was to get everyone on the same page. We first began training and development with the leaders to learn new skills and understand that they were accountable. Next, we got everyone together—teams and their leaders—and held “Clear the Air, Clean the Slates” sessions to get everyone on the same page, including agreement to let go of old issues. We then developed workshops that included the various teams coming together to define their operating values and a process for holding each other accountable. Change management training and a more effective performance management process based on the new operating values were some of the tools we provided to support the new culture.

Medium-Size Companies: Support for Rapid Growth

A mid-size company came to us for help with HR strategy and day-to-day operations as they began to rapidly grow and develop a national sales presence. Rather than hiring a full-time HR staff, they found that TMCG Inc. could be their HR resource on-demand for handling day-to-day employee issues, providing leadership training and coaching, and helping to establish the HR policies and practices to ensure their entire organization was well supported as they rapidly grew into new markets.

Government/Non-Profits: Managing Change

TMCG Inc. has been called in to help with government and non-profit organizations as they struggle with changes in the organization. We've provided leadership training and development as well as day-to-day support services as employee issues arise.