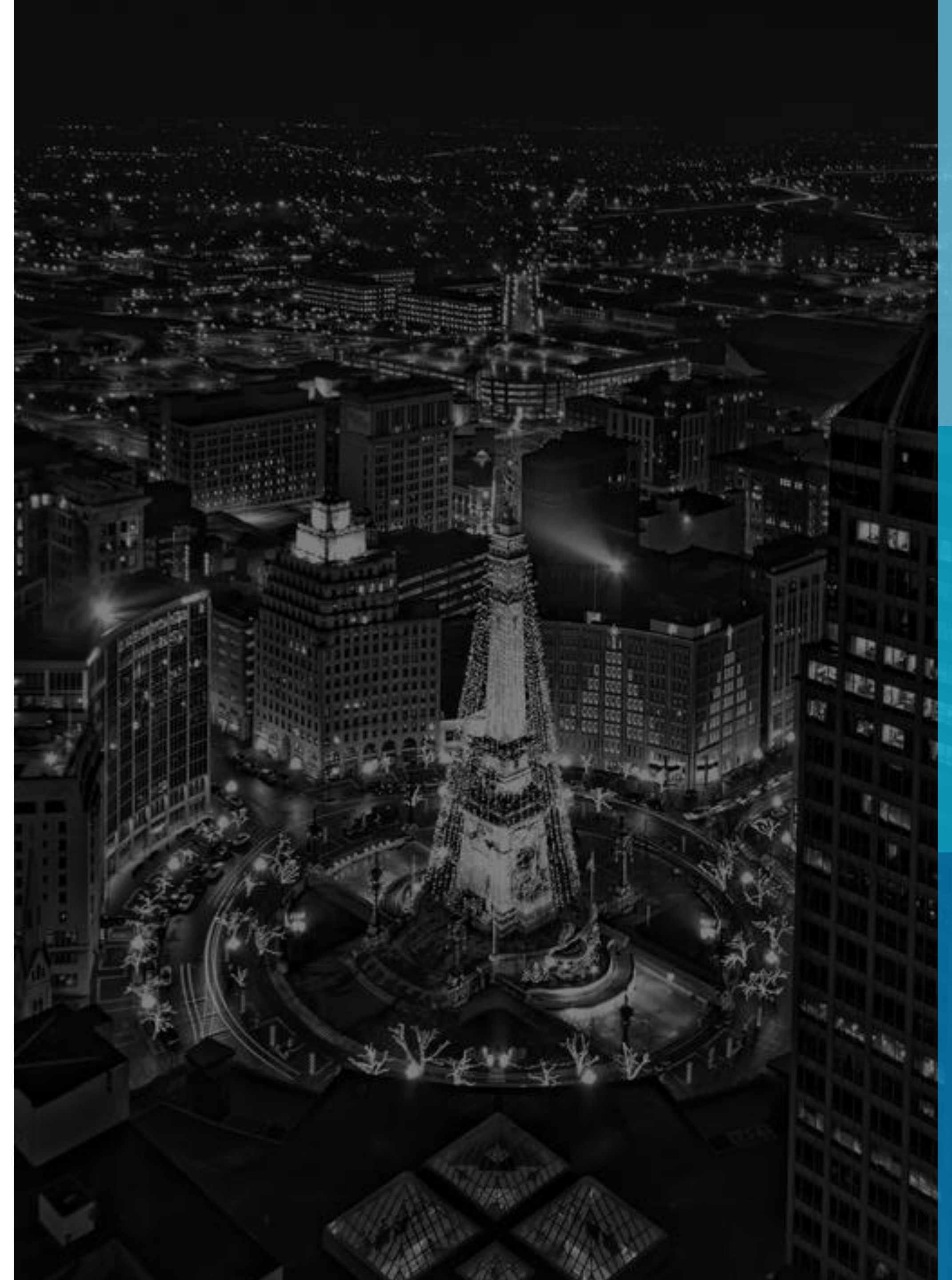




FORCE MULTIPLIER

Your Business. Our Experience.
Real Results.



WHAT WE DO

01

Leader
Development

02

Veteran Hiring/
Integration

03

Executive
Coaching

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Strategic Planning
and Execution

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Culture

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Creation of Standard
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OUR LOCATIONS





MEET THE CEO

Andrew Weaver

- 21 years as an army infantry officer
- 4 Combat Tours
- Experience as a VP and SVP (CAO & CMO) in multiple billion dollar companies
- Battalion Commander
- Six-sigma Green Belt
- Masters, Gonzaga University
- Bachelors, University of Indianapolis

An aerial night view of a city, featuring a prominent, illuminated tower in the center. The city lights are visible in the background, and the tower is the focal point of the image. The text "We turn managers into leaders." is overlaid on the image.

We turn managers into **leaders.**

WHAT ROLE DO TRADITIONAL MANAGERS PLAY?

CREATE INSPIRING VISIONS OF THE FUTURE

The Manager sets goals for the group, and decides what work needs to be done to meet those goals.

ORGANIZE

The Manager divides the work into manageable activities, and selects people to accomplish the tasks that need to be done.

MOTIVATE AND COMMUNICATE

The Manager creates a team out of their people, through decisions on pay, placement, promotion, and through their communication with the team.

MEASURE

The Manager establishes appropriate targets and yardsticks as well as appraising and interpreting performance.

DEVELOP EMPLOYEES

The Manager develops employees through nurturing and training.

WHAT ROLE DO LEADERS PLAY?

CREATE INSPIRING VISIONS OF THE FUTURE

The leader sets a realistic, convincing and attractive depiction of where you want to be in the future.

COACHES AND BUILDS A TEAM THAT ACHIEVES VISION

Motivating employees to reach the height of their potential is every leader's job.

MOTIVATE AND INSPIRE TO ENGAGE TOWARDS VISION

The leader works hard throughout to connect their vision with people's individual needs, goals and aspirations.

CULTIVATES A POSITIVE WORKPLACE

Granting permission to succeed, providing incentives to succeed & creating opportunities to succeed.

An aerial night view of a city, likely New York City, featuring a prominent tower (the Empire State Building) in the center. The city lights are visible, and the overall scene is dark with some highlights from the buildings and streets. A blue vertical bar is on the right side of the image.

Growing companies must have
agile leaders, not rigid managers.

LEADERSHIP COACHING AND DEVELOPMENT



Steeped in a combined **6 decades of research**, practical know-how and combat, our coaching helps leaders master new attitudes and behaviors that drive business results.

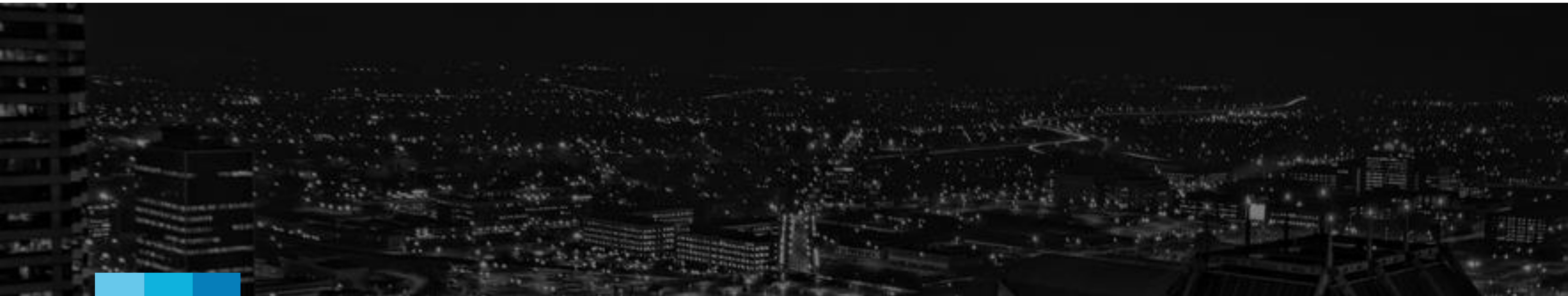


OUR core leadership programs build the most **critical skills** for success at each level of leadership.



OUR programs are deeply personal and **customized to each learner**.

LEADERSHIP COACHING AND DEVELOPMENT



We mentor executive leadership and transitioning military talent, connecting qualified candidates to positions in leadership, management, technical and engineering sectors. We do this by engaging our recruiters' deep knowledge, diverse backgrounds and experience as military recruiters. Throughout the process, we seek the same five core intangibles in candidates that we strive to cultivate in ourselves:

1. **Leadership**

2. **Teamwork**

3. **Discipline**

4. **Integrity**

5. **Work Ethic**

VETERAN HIRING/ INTEGRATION

Skills that are second nature to military veterans like leadership, teamwork and problem solving are in high demand in any industry. Our veterans integration program (vip) provides companies with the right infrastructure to best develop their professional skills and strengthen their understanding during their transition to civilian employment. allow service men and women exiting the military to



EXECUTIVE COACHING



- Leadership is a necessary quality for anyone accomplishing objectives with and through people.
- No other aspect of organizational life is more discussed—and maligned—than leadership. Some leaders are gifted with a high degree of technical expertise, but are challenged in some aspect of their working relationship with employees on their team.
- We work with leaders to identify their leadership strengths, as well as their opportunities to become even more effective in their leadership role.



STRATEGIC PLANNING



- Our strategic planning approach focuses on driving a business to its full economic potential – whether through an annual planning process, 3-5 year strategic plan or a full turnaround.
- The ultimate goal is to rapidly create a proprietary set of actions that take businesses to the next level.

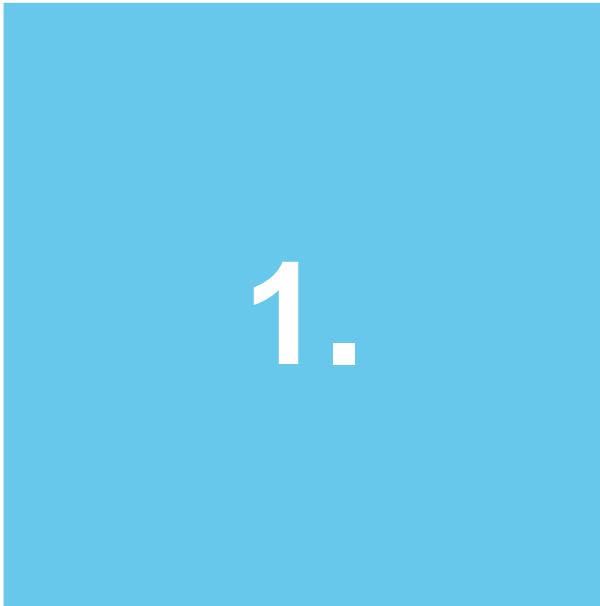


COMPANY CULTURE

We specialize in helping companies define their purpose and core values, then inspire and reinforce the behaviors that deliver extraordinary, lasting results.

We focus on unlocking your employees' discretionary energy and use it to continuously improve your operations and customer experience.

SIX-SIGMA/ PROCESS IMPROVEMENT



Our approach to process improvement has helped businesses in various industries boost quality, speed cycle times and reduce costs.

Our experts work collaboratively with our clients to quickly identify the excess steps, unnecessary approvals, exceptions, and workarounds that prevent progress.



Then, working together, we rapidly reengineer core business processes so that teams can do their jobs faster, smarter and more easily.





DECISION MAKING



- Companies that make better decisions do better financially, have increased internal engagement and enjoy boosted productivity.
 - We partner with you to define decision space within your organization, allowing for empowerment of individuals and increased speed in decision-making, enabling you to eliminate bottlenecks and actually achieve strategic objectives.
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RETREAT/ CONFERENCE FACILITATION

Leadership retreats that are well planned retreat have; fun activities, opportunities for authentic communication and moments for challenging existing paradigms.

In contrast, a poorly planned off site will increase cynicism and do more harm than good. can assist in planning, executing and following up on a retreat; we ensure a return on investment of time and energy.



PUBLIC SPEAKING

Our senior leaders boast a wealth of experience and knowledge on leading teams, managing organizations, and dealing with complexity.

Our speakers' bureau includes retired military officers and experienced business practitioners with a broad range of perspectives to share with your team.

Whether it's a keynote speech, white-boarding session, executive offsite, panel, or roundtable, our team is eager to share their experiences with you.

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