

# RevelMiller

Developing Exceptional Global Leaders



Solutions  
to *the*  
**Challenges**  
Faced by  
**Global**  
Executives

# Focus on Goals and Achieve Global Business Results

As businesses globalize, new challenges and problems arise. Today, multinational corporations face a significant scarcity of experienced global leaders. There are two shortfalls:

1. **Seasoned international executives to create vision and strategy**
2. **Experienced managers to mobilize workforces and execute plans**

Developing exceptional international business leaders is essential to ensure future expansion and success. Without skilled and knowledgeable leaders with a global mindset, business ventures will be limited or falter rapidly. Preparing for the future takes conscientious strategic planning to address both of these challenges.

**Revel Miller Consulting** collaborates with senior executives in multinational organizations to realistically assess leadership needs and to present practical solutions to overcome current and future performance obstacles. **RMC** advises top leaders how their company can become more powerful, productive and profitable.

## Corporate Benefits

### Improve Leader and Team Performance

- Retain high-achieving and high-potential leaders
- Enhance cross-cultural understanding and appreciation
- Cultivate global mindset
- Build leadership bench strength
- Recruit, assess and select management candidates
- Refine interpersonal skills
- Minimize derailments
- Prevent crises

### Build Corporate Capacity

- Globalize more aggressively
- Operate in foreign countries with increased ease
- Eliminate unnecessary waste, risk and attrition
- Exploit valuable existing talent
- Reduce failure, mediocre performance and ineffectual plans
- Evaluate global leadership capacity

We understand the depth and breadth of the problems that global leaders and multinational corporations confront daily. To propel companies toward a flourishing long-term future, we collaborate with senior leaders to solve problems and achieve results. Revel Miller Consulting provides relevant and insightful assistance for executives, managers, expatriates and teams. We help multinationals become more effective, efficient and competitive across borders and cultures. **RMC** can make a positive difference in your organization.

# Our Capabilities

## Performance Improvement

In the competitive global business environment, all individuals, teams, workforces and organizations must perform effectively and efficiently to produce profits and to ensure survival. High performance leadership is the key to prosperity. Leaders need challenges and feedback in order to develop progressively. Revel Miller Consulting coaches executives, managers and teams toward success. **RMC** helps:

- Clarify goals and plans
- Align short-term tactics with long-term strategic objectives
- Identify gaps and confusions
- Design performance measurement systems and incentive programs
- Encourage creativity, decision-making and risk-taking
- Increase confidence

## Leadership Development

Revel Miller Consulting helps multinational companies overcome the scarcity of loyal and savvy leaders at all levels, from high-potentials to senior executives. As an external consultant, **RMC** helps to accelerate the development of executives and managers who can spot market trends, make tough decisions and guide workforces employed across cultures and national boundaries. We bring specialized knowledge to enrich leadership capacity. **RMC** utilizes proven methods such as:

- Corporate needs assessments
- Reliable evaluations and feedback
- Executive, group and team coaching
- Succession planning
- Recruitment, assessment and selection methods
- Expatriate and repatriate management
- Action learning programs

## Team Development

For a multinational corporation to survive and produce superior services and

products, global team work has become a competitive necessity. Executive, management and project teams, whether geographically dispersed or face-to-face, contribute a great deal toward company survivability. To achieve high-performance in the international marketplace, all companies need effective team leaders and members to innovate and work toward common goals. When teams are launched successfully and provided ongoing coaching and guidance, then companies can achieve impressive results. **RMC** can help teams with:

- Trust and cohesion building
- Role distinctions and accountabilities
- Goal setting
- Helpful feedback
- Virtual technique
- Cross-cultural barriers

## Leadership Audit

Developing strong leaders and successors is vital to future corporate success. In global business, executives should not be over-specialized. They need mastery of a wide spectrum of skills learned through direct experience. Developing competent international executives, managers and teams is no longer a simple and predictable process limited within one or two cultural boundaries. We help companies assess their current and future needs in order to fulfill their company vision. Revel Miller Consulting can:

- Assess existing capacity and development systems
- Uncover vulnerabilities, needs and inefficiencies
- Identify competent role models and high-potentials
- Recommend workable options
- Build awareness amongst senior leadership

## Leadership Retention

If executives and managers do not stay in their jobs and lead, then corporations cannot move forward into a lucrative future. By offering attractive incentives and relevant development programs, managers become loyal, feel valued and

perform at higher levels. Turn-over is extremely expensive and counter-productive. Attrition of superior executives and managers must be minimized.

**RMC** offers:

- Leadership development programs
- Career development coaching
- Performance assessment and feedback
- Executive and team coaching
- Action and alignment planning
- Network building methods

## Recruitment, Assessment and Selection

To ensure that multinational companies excel, they must continually attract, select, develop and support leaders who have international business experience and cross-cultural interest. Corporations need to hire the best potential executives and constantly upgrade to retain high performers. Selecting the right people is critical in order to achieve profitable results and reduce costly mis-hires. **RMC** utilizes a variety of assessment instruments and methods with proven validity and reliability across cultures and generations. **RMC** can help with:

- Recruitment campaigns
- Assessment administration
- Candidate selection
- Job matching
- Feedback delivery
- Career planning

## Cross-Cultural Understanding and Appreciation

Global business success depends on building trusting relationships across cultures and borders. Cross-cultural competency is crucial. It is also essential for executives and managers to develop a global mindset in order to understand business situations and to relate well with others. Insensitive behaviors and arrogant attitudes can destroy business opportunities. **RMC** can help individuals and teams:

- Enhance self-awareness

- Understand foreign perspectives and expectations
- Experiment with new behaviors
- Communicate effectively
- Build empathy, patience and global mindset
- Repair mistakes

## Program Development and Management

Building international business executives and leadership teams takes time, resources and strategic planning. The acquisition of leadership skills requires supportive advocates, discerning selection, experiential learning, progress measurement as well as relevant goals and content. Effective development programs also need constant monitoring and improvement. Revel Miller Consulting offers:

- Needs assessment
- Identification of emerging managers
- Performance measurement
- Accountability monitoring
- Content development
- Program guidance

## Expatriate, Repatriate and Inpatriate Support

**RMC** helps organizations get the best return on their substantial investments in expatriates who bring valuable skills to their company. Expat, repat and inpat managers perform better in new jobs when they receive appropriate support. Companies can also reduce risks and ensure successful assignments by extending support services to family members who have a great impact on a manager's performance. Unfortunately, families seldom receive deserved support and recognition for their contributions and hard-earned abilities. **RMC** specializes in offering:

- Recruitment and selection methods
- Preparation and adjustment programs
- Executive and personal coaching
- Program development
- Network building

## Effective Communication

The multicultural business environment is often confounding. Goals and opportunities shift rapidly while interpersonal insensitivities can make or break a company's progress. When working across cultures and continents, accurate and sensitive communication is imperative. Unintentional cross-cultural violations, language misinterpretations and insulting behaviors can cause devastating effects. **RMC** can assist company leaders:

- Set measurable goals
- Learn writing, language and social skills
- Write and speak clearly
- Inspire others
- Make impressive presentations
- Develop stimulating visions
- Limit offensive behaviors

## Change Management

One of the hallmarks of productive global leaders is their ability to manage transitions. To work internationally necessitates the ability to work effectively amongst changing goals, information, opportunities and environments. The need for stress and ambiguity tolerance is very high. **RMC** assists individuals and teams with proven techniques and solutions:

- Creative problem solving
- Stress tolerance building
- Priority focusing
- Needs assessment
- Executive and team coaching

## Crisis Prevention and Management

International corporations are at a higher risk level for crises than domestic organizations. A single event can devastate a number of people as well as the company's reputation and value. Steps can be taken to insulate employees, companies and other stakeholders from potential harm. Unfortunately, few corporations develop crisis prevention and management systems, leaving themselves vulnerable to hazards.

**RMC** assists executives to:

- Identify, assess and reduce risks
- Anticipate, prevent and contain crises
- Develop strategic prevention plans
- Minimize losses, traumas and damages
- Make ethical decisions
- Salvage gains and recover more rapidly

## Foreign Company Advocacy

To begin a new business enterprise in the USA is complex. Executives and managers benefit from the support and guidance given by a reliable "insider" to maneuver and progress faster. Unfortunately, few new entrants into American commerce have a confidential advisor and cultural mentor who they can turn to for advice, perspective and candid feedback. **RMC** consults as a trustworthy advocate to help foreign companies:

- Develop strategic alliances
- Penetrate markets faster
- Communicate effectively and accurately
- Understand local business practices
- Reduce risks of exploitation and failure
- Comply with regulations

## Forge Ahead Improve your company's productivity and value.



**RevelMiller**  
Developing Exceptional Global Leaders

Revel Miller Consulting  
5662 Calle Real, #218  
Santa Barbara, CA 93117 USA

T/ 800.270.3998 (Toll Free)  
T/ 805.685.7474 (Outside the USA)  
F/ 805.685.7489  
E/ info@revelmiller.com