



# NEW RELATIONSHIPS

## Excel Group Teaches Team Approach

Chuck Reynolds is on the fly. As Chief Performance Officer of Excel Group Development, he is in high demand, criss-crossing the continent, connecting groups, teaching employers and employees how to work together more profitably.

“What we’ve found is in order for team leaders/ members to work productively with each other they have to first understand themselves and others they work with. We help to accelerate that understanding in a unique way combining behavioral team profiles and various exercises,” says Reynolds.

“We have some clients that call us every time they are promoted or charge with leading a new team as they want that team understanding quickly rather than finding out six months down the road that they unknowingly mismanaged others through miscommunication. Let’s face it, prolonged mismanagement costs an organization money when people are under performing or they start losing great talent.” says Reynolds.

Now in its 15<sup>th</sup> year, Excel works with a wide range of blue chip companies in the fields of telecommunications, cable, insurance, finance, charitable foundations, boards and professional

services. Its sessions are typically customized for managers, team or sales groups and delivered in half day or full day versions with participant groups that can range anywhere from 12 to 800. In advance of the session, each participant completes a brief online survey. At the live sessions participants receive an in depth report. They are then walked through the content as a group in an engaging manner and put into various customized communications exercises.

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Among the clients who have regularly turned to Excel are the Yellow Pages Group and BDO Dunwoody LLP. “YPG has successfully partnered with Excel Group for many years. We have used the behavioural profiling in many group and professional development situations. Their approach has enabled us to go way beyond traditional team building which translates to greater team effectiveness and collaboration in our work environment,” says Marc P. Tellier, President and CEO Yellow Pages Group.

“Chuck Reynolds and the Excel Group have worked with BDO Dunwoody LLP since 2005,” adds Silvia Marabeti, the company’s Chief Human Resource Officer. “Their work in supporting our team is incredible. To date over 1000 of our partners and employees have participated in Excel Group team or coaching and team communication culture. We consider the Excel Group team part of the BDO family.”

Excel’s head office is in Toronto, with regional offices in Calgary and Florida. The company works in both French and English.

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