

TRUST IN NUMBERS

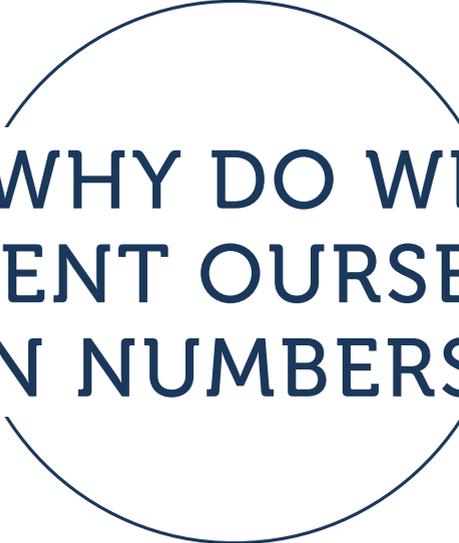
Credibility | Reliability | Proximity

All in all,
precision breeds trust.





**OUR LUCKY NUMBERS
ARE THE PRODUCT
OF OUR WORK**



**WHY DO WE
PRESENT OURSELVES
IN NUMBERS?**

**At Consulting House we like
the accuracy of numbers.**

Numbers show a reality.

Numbers prove the success or failure of what we do. Without excuses nor concessions.

Numbers aren't like words. They leave no room for interpretation. Numbers are perfect in their simplicity.

Numbers are commitments. Numbers indicate what we can count on. Numbers create an expectation that must be fulfilled.

This is our reality.
These are our numbers.
This is our commitment.



Coaching - our coaches are certified and accredited by the International Coach Federation.



Consultancy - Ricardo Vargas has the highest worldwide recognized professional certification in consultancy - Certified Management Consultant® by the Institute of Management Consultants USA.



Speaking - Ricardo Vargas has the highest worldwide recognized professional certification in speaking - Certified Speaking Professional® by the Global Speakers Federation.



Motivation - our consultants have the Reiss Motivation Profiler Master certification, by Reiss Motivation Profile®.



Training - we are a DGERT certified entity.



6 certifications no other company has in Portugal



E-learning - our e-learning tutors are certified for Moodle platforms administration.



3 awarded consultancy projects

academy types
implemented
for clients

3

Leadership Academies

Design of Leadership Academies and implementation of modules in clients' Corporate Universities, such as: AKI, BES, LIDL, Novo Banco, SONAE, Vorwerk Portugal, Vorwerk Spain, Vorwerk Mexico, Vorwerk USA.

Service Academies

Design of a Service Academy for Vorwerk Portugal.

Technical Academies

Architecture design of Training Academies and Schools with modules delivered by third parties: Vorwerk International, Jerónimo Martins.

"Changing IT" - Millennium Bank

Change management project for the IT division of the Bank, that won the 2010 Portuguese Association of Business Communications Award.

"atitudeCRM" - BES

Change management project that became an European benchmark of CRM implementation in banking in 2011. Also won the *Gartner & 1to1 Media CRM Excellence Awards 2014 Silver Medal Award*.

"atitudeBES" - BES

Quality excellence and leadership project that got BES recognized in Portugal as number 1 in Service Quality by the *European Consumer Service Index in 2013*.

5 intervention areas



Leadership

Developing Excellence in Leadership has been at the heart of our competence for over 20 years. **We believe that leadership is the key to companies' success.** We have specific programs for each management level in your company, from top management to the first level.



Change Management

Change is not difficult, just different. **With the right tools, change happens as desired.** We support our customers, translating change into people's needs, so that they can embrace it with the right actions. **We are experts in the human side of change.**



Training

Our skills development programs are practical and customized. **We start from the reality of your company** and design programs for your people to achieve the desired results. Our areas of training include **Leadership, Communication, Personal Effectiveness, Creativity** and **Sales**.



Communication

Synchronized communication between all organizational levels generates a **positive impact** by aligning **behaviors, attitudes** and strengthening **relationships**. We develop **effective internal communication plans**, taking into account the appropriate strategies for each target group. We leverage storytelling, cognitive bias, psychology of persuasion and digital media to create impact that achieves desired goals.

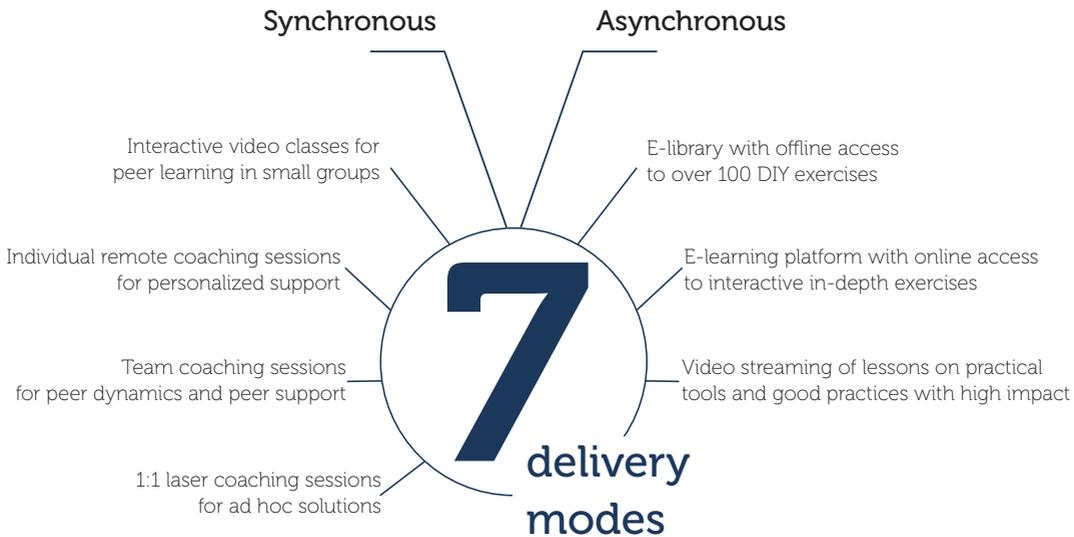


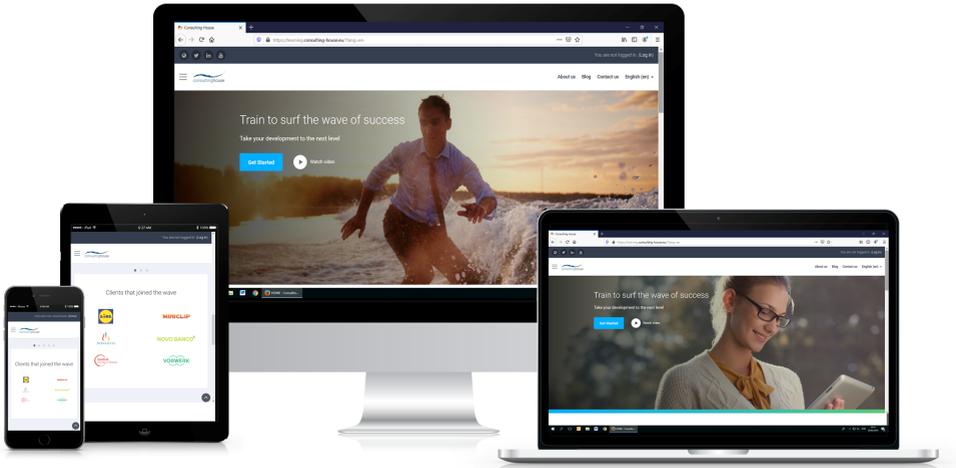
Coaching

We are certified coaches working with structured models of results-oriented Executive Coaching. We have specific Executive and Team Coaching programs for C-level and middle managers.



DISTANCE LEARNING





17

best-seller virtual programmes for Managers and Individual Contributors

1. Leading @ my company
2. Team motivation with RMP
3. Work Smarter
4. Productivity & Remote Working
5. Remote Leadership
6. Influencing Skills
7. Effective virtual meetings
8. Home-office: how to stay focused and motivated
9. Maintain Drive and Resilience
10. Rocking Presentations
11. Creativity and Innovation: necessity is the mother of invention
12. How to manage emotions and live with uncertainty
13. Maintain effective communication even in virtual meetings
14. Decision making in crisis situations
15. Difficult Conversations: when the going gets tough
16. Maximize opportunities: prepare to hit the ground running after the crisis
- 17.



chief-executive.team®

Effectiveness development program for Management Teams, based on over 15 years working with Management Teams across Europe, as well as **25 years of scientific research**.



Self-Leadership skills development program. It is the only self-leadership program in Europe that has been tested and proven scientific results, with an **impact evaluation article published** in the European Journal of Work and Organizational Psychology.

4

unique programs
in the world
with our IP

INTELLECTUAL PROPERTY

TEDABLE PRESENTATIONS®

Program that **develops world class communication skills**. The methodologies and techniques we share in this program are the ones used by our **professional speakers** in events worldwide.

Simply LEADERSHIP®

A development program that builds skills to implement the company's strategy and to manage its culture through leadership. The only systems thinking leadership model that integrates all fundamental leadership processes in a flowchart for action and decision making. Tested and approved by more than **20.000 leaders** in diferent business sectors in 5 continents.



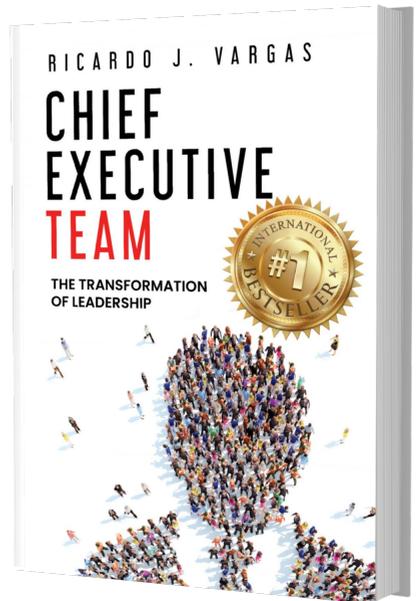
Chief Executive Team: The Transformation of Leadership Ricardo J. Vargas (2021)

#1 Amazon International Bestseller

in **6 countries** (USA, Canada, United Kingdom, Australia, Germany, Spain) and **22 categories** (including Business Consulting, Business Management and Leadership, Organizational Change and Management Science).

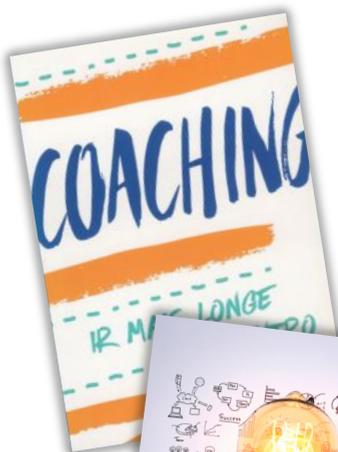


Discover more at
chief-executive.team



Coaching: ir mais longe cá dentro

Ricardo Vargas and Nicole Eifler
(co-authors) (2016)



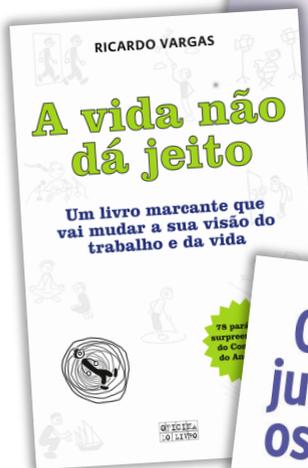
O poder da ideias

Ricardo Vargas (2013)



A vida não dá jeito

Ricardo Vargas (2007)



Os meios justificam os fins

Ricardo Vargas (2005)



A arte de tornar-se inútil

Ricardo Vargas (2004)





innovative
RMP
motivational
profile
programs

Reiss Motivational Profile (RMP) is a motivational **model** and **assessment** instrument scientifically validated, allowing us to draw an individual **motivational print**.

Personal Development and Work-Life Integration

Promotes personal and professional development, through the self-awareness of one's motivations. Allows for the satisfaction of one's motivations within personal and professional activities in an integrated way, as well as promoting increased individual happiness.

Motivational Leader

Helps leaders to be more motivated through the knowledge of their own basic motives and to deal with motives of their team members that are different from theirs. Keep motivated while motivating others.

Talent Development

Promotes an identification of talents that can most easily be developed through the knowledge of our own basic motives. There's no "talent" but "talents". Knowing someone's motivation doesn't tell us what talents they have, but with what talents they'd be happier, and how these "fit" with the role.

Effective Teams – Understanding People

This program focuses on making teams more effective, efficient and committed. It's a mutual knowledge tool. It improves relationships, enabling people to deal with each other, reducing conflicts, improving cooperation and maximizing individual skills.



44 competencies development

1. Mentors' Academy
2. Trainers' Academy
3. Change Agents' Academy
4. Creativity and Innovation
5. On-Job Competence Development
6. Development Diagnosis and Performance Evaluation
7. Effective Job Interview
8. High Performance Teams
9. Change Management
10. Performance Management
11. Careers Management
12. Conflict Management
13. Negotiation
14. Sales Skills
15. Project Teams Management
16. High Performance Teams' Management
17. Potential Management
18. Meetings Management
19. Stress Management
20. Time Management with results@work®
21. Leadership and Coaching
22. Leadership is Relationship
23. The FlipSide of Crises
24. Winning Women
25. Self-Leadership Accelerator®
26. Leading for the Future
27. Communication Styles – personal preferences and communication
28. Leading by Values
29. Facilitation Skills
30. ZenCommunication®
- Advanced Communication Skills
31. Decision Making and Problem Solving
32. Strategic Leadership Development
33. Leader Coach
34. Personal Development and Work-Life Integration
35. Motivational Leader
36. Talent Development
37. Effective Teams
38. Sales Proactivity
39. Transversal Influence
40. Emotional Intelligence
41. Leadership Clinic®
42. Leadership and Trust
43. System Thinking for Managers
44. Service Excellence



tailor made workshops

1. How to become a Trusted Advisor
2. Accountability Generator – how to generate accountability in others and oneself
3. Managing Cultural Differences – in Cross Cultural Teams
4. Customer Experience Design
5. Consultancy Skills for HR Practitioners
6. TEDable Presentations
7. Social Media Crisis Management – how to manage the s##tstorm
8. Organizational Learning – transforming your team in a learning team
9. Virtual Teams With Real People
10. Six Thinking Hats®
11. Working in Matrix Organizations
12. Product Launch Risk Assessment
13. Thematic Experience Workshops
14. Team Gameplan
15. Appreciative Inquiry Workshops
16. Strategic Workshops for Top Management Teams: Mission, Vision and Values; Strategic Competences; Strategic Gameplan; Bold Steps to the Vision; etc.
17. Team Synchronization
18. Branded Customer Service – delivering your brand through service
19. Defensive Routines – inter-department cooperation
20. Counseling techniques for Gynecologists
21. Ideation/Innovation - Creativity & Innovation Workshops
22. Project Kick-off s – custom designed
23. Team development Workshops
24. Change Management
25. Project Set-up with the Business Canvas
26. Processing of employee survey results
27. Cyberstalking – how to avoid stalkers online
28. Storytelling for Sales and Leadership: Creating Powerful Narratives
29. Moments of Truth in Leadership
30. Becoming a Great Place to Work
31. User Stories for Product Development
32. Project Hand-Over X Project Hangover

INDIVIDUAL AND TEAM ASSESSMENTS

34

assessment

1. Burnout Scale
2. Am I coachable?
3. Communication Styles
4. Individual Cultural-behaviours Adaptation
5. Team Development phases
6. Career Anchors
7. Conflict Management Styles
8. Emotional Intelligence
9. Leadership Styles
10. Leader-Employee Relationship Diagnosis
11. Professional Maturity Diagnosis
12. Negotiation Styles
13. Learning Styles
14. Effective Email Management
15. Personal Effectiveness with results@work®
16. Decision Making Styles
17. Leadership Culture
18. Organizational Culture Diagnosis
19. Creativity and Innovation Questionnaire
20. Change Resistance
21. Am I positive or negative?
22. Are you a trustworthy person?
23. Resiliency Scale
24. Time Stealers
25. Reiss Motivation Profile
26. Self-Leadership Accelerator®
27. Effective Leadership Profile 360° Assessment
28. Alpha Teams® Assessment Survey
29. Employee Engagement Surveys
30. Advanced Communication Skills
31. Personal Values Inventory
32. Team climate inventory
33. Situational Leadership
34. Stress Management competences

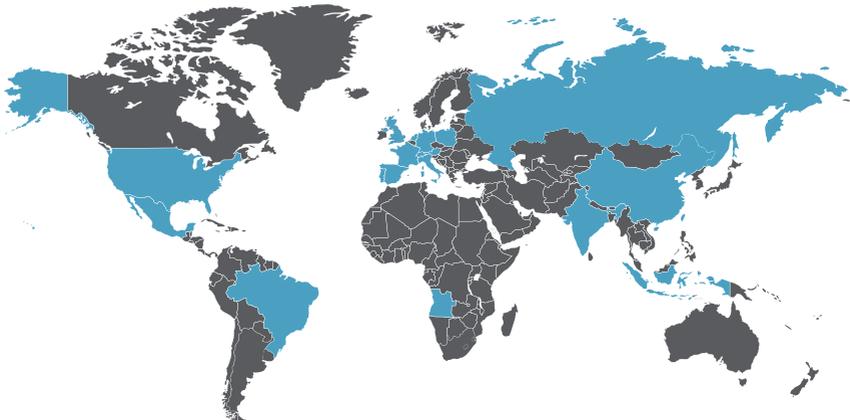


key-note
speeches' topics
by Ricardo Varga

1. The Paradoxes of Change
2. How to become an Outlier
3. Teams are special
4. Winning in an Uncertain World
5. Fit for Change
6. The Leader is a Storyteller
7. Personal Productivity
8. Emotionally Intelligent Leadership
9. Personal Quality: the Basis of all Types of Quality
10. Achieving Impossible Goals
11. Entrepreneurship in HR Management
12. Breathing Under Crisis
13. Business Culture and Prejudice: Making the Most of Diversity
14. Values Based Leadership
15. Flow: Burnout and Boreout
16. Strategic Development of Leadership
17. Motivating People in the XXI century
18. Service Excellence: back to basics
19. Change Management
20. The Elephant in the Room: Why top management teams address everybody else's development except theirs?
21. Top Management Teams Effectiveness
22. Branded Customer Service
23. Change Ahead
24. The Leader Coach
25. The Art of Making Yourself Useless
26. A Complain is a Gift
27. Employeeeeship: Being the best Employee
28. Ideation / Innovation
29. Making the Most of Our Time
30. The Future: Unknown Land
31. What Women Want
32. The Three Angles of Organizational Psychology
33. Leadership, Engagement and Crisis
34. Leadership doesn't exist, it happens
35. Rock your b&and
36. From Customer Service to Customer
37. Science of Hope
38. Coding Change

18

countries we
implemented
projects in



92 exceptional clients





Mercedes-Benz



biogen idec





**We don't just apply "our model"
to your reality.**

Our clients count on us as a reliable partner who constantly develops innovative programs to keep them (and us) on top of the game.

We develop distinctive solutions taking into consideration the individual needs of each company and the profile of its employees.

We develop Intellectual Property and we have award-winning change management projects.



Ricardo Vargas

CEO | Consulting House

The only way is up

There are 2 directions in the evolution of companies:
up or down. Stability is illusory.



Good companies find us to become excellent.
Excellent companies find us to stay at the top.

With more than 50,000 hours carried out by our team in consulting, training and coaching projects, Consulting House has a history of success and understands the reality of your company.



consulting-house.eu



consultinghouse

Empowering leaders for high performance

Consultancy | Training | Workshops | Coaching | Speaking

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