



The Mulvaney Group, Inc.

The Mulvaney Group helps individuals and organizations to have Courageous Conversations™ - To engage in dialogue with people we don't normally speak to about things we don't normally speak about. Or with those we speak to all the time about topics we would rather avoid.

TMG's 15 years of experience reduces employee attrition (by 50% for one client), increases revenues (25% for another), and eliminates employee replacement costs (\$500,000 for a single employee).

Some clients include:

- Altria Corporate Services
- American Express Financial Advisors
- Best Buy Company
- Blue Cross Blue Shield of Minnesota
- Brookdale University Hospital and Medical Center
- Cargill
- Carat USA
- Citigroup
- Columbia University
- Consumers Union, publisher of Consumer Reports
- Credit Suisse First Boston
- Fairview Health Services
- Fallon Worldwide
- Federal Reserve Bank of Minneapolis
- International Truck and Engine Corporation
- Methodist Hospital
- Prudential Financial Services
- RBC Dain Rauscher
- Standard Americas Bank
- United States Tennis Association
- Volunteers of America



How to work with Tim Mulvaney

Courageous Conversations: When you need to fix the 'unfixable.' When you want to create a practical solution to your real-life communication, career or team problem. When you need someone to help you by rolling up his sleeves to work with you in the trenches and to make it happen.

How have others used Tim Mulvaney to regain their hope and fix the unfixable?

Some Examples:

1. All around the new Director, folks were calling for her immediate dismissal. Her boss still had faith in her because he had never seen what others were saying. Tim was brought in and aligned the perceptions, changed the behaviors, got agreement on norms, reduced the negativity and made the entire effort "manageable."
2. In a variety of industries - finance, insurance, sales, marketing, administration, legal - HR Directors and Law Firms call for us to provide specific interventions where an executive is faced with discrimination and/or sexual harassment complaints.
3. A leader had been deemed "unfixable" by his boss. His communication behaviors were becoming fatal to his career and the organization. We worked with him to develop new behavioral and communication skills to succeed within his existing organization
4. The new leader was given the task of turning around a global services group whose employee survey results were the lowest in the organization - and had been for years. We facilitated an offsite to build a strategy, build the team, and integrate the disparate locations into a cohesive whole.
5. A large consumer packaged products company was trying to match its management rhetoric with its actions and aligned with consistent employee requests for better, more consistent and more useful performance feedback.
6. A consumer services company began an Inclusion strategy and turned to Tim to build its manager and employee skills to talk across difference and actively demonstrate "inclusion."