



Prossimo Global Partners

A VALUE CREATION FIRM

THE PROSSIMO PATH:

Journey to a Purpose-Driven Workplace

Signature Experience

WHO WE ARE

We are a *Value Creation* firm founded with a focus on Talent, Teamwork, and Strategy. The three keys to creating value by unlocking the potential of people and teams. We look forward to creating value together!



PHIL HARKINS
Co-Founder | Chairman

Phil is an internationally known expert in the areas of organization development, leadership, communication, executive advising, and CEO succession planning. Through his work, he has led hundreds of organizations toward better performance and overall value creation. He has facilitated over 800 meetings and has been a principal speaker at over 400 conferences, symposia, and retreats throughout the world.

Phil received three advanced degrees at Harvard University where he co-matriculated at MIT Sloan School of Management. He is recognized as a Top 50 Executive Coach/Executive Advisor.



MARK SERVIDIDIO
Co-Founder | CEO

Mark is an accomplished senior executive with a consistent track record of profit performance in various operating units around the world. Most recently, President, International for Avis Budget Group which also included Zipcar for the EMEA, Asia and Pacific regions. This division was \$3B+ in revenue, with over 10,000 employees in 21 countries. Prior to Avis Budget Group Mark held senior HR leadership roles with Kraft Foods, PepsiCo, and Unisys.

Mark received his Bachelor of Arts and Master of Sciences Degrees from Villanova University.



JOE MARQUES
Chief Product Officer &
Customer Engagement Leader

Joe is an expert in leadership and organizational development, culture design, executive coaching, employee engagement, succession, and positive change management. Throughout his career, he has successfully helped a wide range of companies achieve best in class results through innovative strategies. He has been instrumental in helping clients achieve both Fortune 100 Best Places to Work and Training Top 125 recognition.

Joe received his JD degree from Villanova University School of Law and his Executive Coaching Certification from Case Western Reserve University.

THE PROSSIMO PATH

is our proprietary approach to helping organizations discover their purpose and align their people around a shared vision and values.

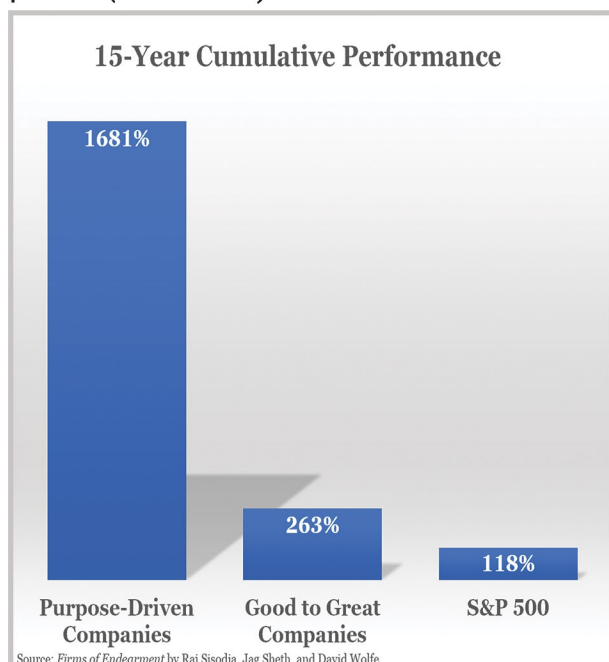
The four phases of **THE PROSSIMO PATH** (*Purpose, Strategy, Teamwork, and Culture*) guide organizations on their journey to a Purpose-Driven Workplace (see sidebar).

Each phase builds upon the other over a 90-day period. At the end of the process you have the critical foundation for breakthrough performance and success. The organization is aligned around a clear purpose, a compelling strategy, and team members have a deep commitment to the mutual success of all workgroups.

COMMON ATTRIBUTES OF A PURPOSE-DRIVEN WORKPLACE

1. Put purpose at the center of their mission, vision, and strategy.
2. Help employees find purpose, meaning, and fulfillment at work.
3. Focus on strengths to drive engagement, productivity, and results.
4. Foster a happy and productive workplace built on a culture of trust.

Purpose-Driven Workplaces outperformed the S&P 500 by 14 times and Good to Great Companies by 6 times over a 15-year period (see below).



PURPOSE

- An interactive program for the entire Leadership Team.
- Unlocking the power of purpose by exploring how to discover and live your purpose at work.
- The leadership team is engaged, inspired, and aligned around a common purpose. Enabling the organization to achieve breakthrough productivity and performance.

STRATEGY

- Multi-step experience for the entire Executive or Senior Leadership Team.
- Working collaboratively to develop a purpose-driven strategy to be shared with the entire Leadership Team for input.
- The executive team defines a purpose-driven strategy which establishes the competitive advantage, outlines critical objectives, and identifies the key capabilities and systems needed for success.

TEAMWORK

- An interactive experience for the entire Leadership Team.
- Discovering individual strengths so team members appreciate the best in themselves and others and reach their full potential.
- The leadership team builds trust, camaraderie, and loyalty which inspires them to work harder and support one another. All while naturally engendering inclusion and unity.

CULTURE

- A *Summit Experience* with representative participation from every level of the organization.
- Using positive change practices to unlock innovation and creativity in culture design.
- The organization transforms the culture through critical initiatives that stem from the *Summit Experience*. These employee-driven projects create sustainable culture change which unlocks engagement and productivity.

ABOUT PROSSIMO GLOBAL PARTNERS

Prossimo Global Partners was established based on the demand we see in the marketplace for organizations to *create value* for their stakeholders. The firm was founded with a focus on Talent, Teamwork, and Strategy being the keys to unlocking the potential of people and teams.

Our approach is grounded in years of experience as CEO's, practitioners, authors, leaders, speakers, and consultants. We serve public and private clients in all industries and across the globe.



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