



Education:

- Non-Traditional
- Entrepreneurial Education
- Growing three businesses

Professional Certifications:

- Certified facilitator Track Selling System™
- Certified Professional Behaviors Analyst – CPBA (DISC)
- Certified Professional Values Analyst - CPVA
- Certified Professional TriMetrix® HD Analyst
- Certified Professional DNA Analyst
- Certified Emotional Intelligence Mentor

Skills:

- Teaching
- Executive Coaching and Guidance
- Mentoring
- Speaking
- Writing
- Facilitation
- Business & Project Management
- Job Benchmarking: “Hiring for Fit” solutions
- Behavioral Interviewing
- Job Benchmarking
- Debriefing
- Young Producer Sales Development
- Young Producer and Veteran Producer Coaching
- Sales Step Structuring
- Strategies for successful Sales
- Workflow Analysis
- Meeting Organization with Results
- Personal Coaching
- Listening to Understand

Jason Kleid, LLC has developed an excellent reputation for his consultative approach to business development. He believes that maximizing human performance and business development should be a continuous, long-term improvement process rather than a series of quick fix, short term, and do-something-for-the-sake-of-it type events. The latter merely breeds resistance and even skepticism to people and business development.

Making sure that the fundamentals and foundation of such a development process are firmly in place is critically important. Changing the nature and culture of a company takes time, planning and preparation and, above all, a systematic careful approach. We believe that the continuous improvement model and competency based learning need to work hand-in-hand with an overall strategy for continuous and lasting competitive advantage.

Simply put, my mission is to aid in the development of skilled and passionate employees, leaders, mentors and coaches within my client’s organizations to consciously and effectively express their unique talents. To help my clients contribute at higher levels of competence and ultimately cement their position as highly prized and valued assets.

Jason is best known as a facilitator and coach. His experience from starting and growing three businesses coupled with more than 30 years of sales and marketing has contributed to his ability to help his clients overcome many of today’s business challenges. He has worked with companies in many industries, both in the US and abroad.

Jason understands how to deal with practical processes hands-on. He is resourceful in efficiently achieving specific goals, finding ways to accomplish objectives. He gives other people support and motivation by encouraging their efforts and ideas.

Jason has thinking and planning skills and enjoys discovering the underlying structure or system of what makes things work. His capacity for solving problems involving people has been demonstrated time and again and measured on the Hartman Values Index as a 10 (Highest Possible Score).

Client Results:

“As far as your coaching is concerned I do appreciate--although not always--that you don't give me the answers to my questions but instead make me think of solutions. I also appreciate your input regarding suggested reading material--you are a walking reference library! ... your coaching helped to bring clarity and focus to my role... As a result of the time you spent with me I believe that I will be more effective as a leader and manager in my day-to-day activities as a result of what I continue to learn from you.”

Vice President

“The executive coaching sessions have been especially helpful for me. They provide me a “safe haven” to discuss issues that normally are difficult to discuss with co-workers. I find these sessions help me distill what seem like overly complex problems down to their root causes, so then we can begin the process of resolution ... the coaching sessions have allowed me to better understand and practice techniques to be a more effective leader, communicate vision, handle obstacles, improve group dynamics, and obtain more personal satisfaction from my job.”

“This program allows me to think like the CEO/Presidents and Vice Presidents. This allows me to use strategic thinking in our day to day operations.”

Senior Manager

Skills (continued):

- Services Platform Design
- Building the Assessment Process
- Career Planning
- Setting Personal and Corporate Goals
- Job Analysis and Review
- Results Evaluation

Approach:

The sustainability of a company lies not solely in its actions, the products it sells or its organizational structure. It resides in human talent. Each human being has untapped potential and unique strengths that are waiting to be explored, developed and utilized.

It is always the individuals in any organization, where the greatest potential for improvement and possibility of change resides. It is the mind (thinking) where new ideas and information broaden understanding. However, it is the heart (motivation) or soul where transformation occurs.

The first step of personal, team and organizational development is to clearly understand what their strengths are. The next and perhaps most important step, is to know how to grow and leverage those strengths to gain greater accountability, commitment, alignment to effect performance.

Not to be overlooked are those that guide us. These guides come in different forms. Perhaps it's a coach or mentor, a customer, a parent or a wise and caring friend that stimulate in us new ideas and goals.

Helping others to enter and stay on the path of discovery, personal transformation and eventually mastery is a high social value. It may even be viewed as a calling. I personally believe it is the right way to think and act.

The first step of personal, team and organizational development is to clearly understand what their strengths are. The next and perhaps most important step, is to know how to grow and leverage those strengths to gain greater alignment, commitment, and performance.

"The coaching sessions have helped me accomplish the following:

Developed each of the managers reporting to me by helping each of them identify their strengths and weaknesses both personal and professional. They all benefited with this coaching and are contributing at a much higher business level than where we started in 2006. They can now develop and understand their individual business plans allowing them to solidly grasp their role in the attainment of the division goals and corporate goals. They are now able to communicate to their direct reports the significance that each member plays in the overall goals.

I personally have been able to gain a confidence by which I can focus on activities that move me in a career direction at the next management level. Having a developing trustworthy and competent management team developing under me has allowed me to stretch out into new challenging areas without compromising the day to day business activities.

Vice President

"As a result of Jason's "hands on coaching," our entire team understands our platform, strengths and opportunities in support of our strategic initiative in assessing our customers and prospects needs as respects cost of business risk.

Jason's undertaking at our company was not a layup. Trying to understand and help tailor an Agency that is passionate for solving customers' problems, while growing in a difficult to grow marketplace, is next to impossible.

Jason's perseverance is unparalleled. Of the many issues Jason addressed during his stay at our company, my personal favorite is his ability to fight through the company "red tape" to get to issues and help build the strategic and tactical initiatives for our ultimate success. This ability was present on an individual sales initiative as well as at the management level."

Senior Vice President

I just wanted to send a note of thanks for working with myself and the Select Comfort team over the course of 5 years. I have found you to be very helpful in offering practical advice and getting results for real world problems.

You have been helpful in evaluating what type of person is ideal for our sales job, and whether our current staff possesses the skills & abilities needed to perform. I have appreciated the very insightful diagnostic instruments you have used to assess our talent and the application of good sound judgment to make recommendations. As you know in some cases were different than either of us has suspected prior to starting the project.

We appreciate the value you brought when you were engaged to diagnose our management structure and management personnel, which has ultimately led to coaching those managers to improve.

Personally you have also been a reliable sounding board for me as the business continues to grow and change. It is comforting to have a knowledgeable ear, one who is not reluctant to give you the straight story (even when you don't want to hear it)."

VP Business Manager – Direct and Dot Com