

# Creative Synergy Solutions

## Achieving Goals Through Diversity & Change

Today's leading companies and organizations recognize that diversity is simply not about gender, ethnicity, disability or age – it is also about open-minded thinking, creating balanced representation in team building and inspiring commitment and loyalty. To gain competitive advantage, companies can reflect diversity – from the diverse products and services it offers to the global customers base it serves. Clearly, cutting edge companies seek to create an inclusive culture that values diversity, recognizes the unique contributions of individuals and empowers employees to be successful



## Partnering with Creative Synergy Solutions



Creative Synergy Solutions, LLC, is a training and development company specializing in empowering individuals, organizations and other diverse audiences to go beyond customary concepts to unleash their professional and personal potential. Leading businesses and organizations rely on Creative Synergy Solutions (CSS) to address diversity, leadership, communication and conflict management through a combination of innovative and creative techniques. CSS subscribes to the theory that adults learn best through action. As a result, programs are highly interactive, combining the use of dramatic and theatrical elements with classical organizational development theory to deliver concrete results that plays a major role in positively impacting performance.

## Training & Development Methodology

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## Creative Synergy Solutions Course Descriptions

**Diversity Awareness** – This ½-day course builds a foundation to increase employee awareness and understanding of diversity. Participants learn how to handle challenging workplace diversity situations through use of dramatic theatrical elements combined with practical, experiential training techniques.

**Diversity Management** – This full-day course uses simulated 'real-life' scenarios to help managers and executives discover how leveraging existing diversity within organizations can drive high-performance and growth. Managers examine strategies to create inclusive environments where all voices can be heard, as well as develop techniques to identify and manage subtle workplace bias.

**Leadership Development** - This 1 -3 day program focuses on developing awareness, to basic leadership skills through executive coaching. Building upon the theory of Emotional Intelligence each participant will leave better equipped to understand the knowledge, skills and behaviors necessary to become a more effective and empowered leader

**Playback Theatre** This innovative improvisational experience enables audience or group members to tell life stories and observe them re-enacted real-time. Used both nationally and internationally, Playback Theatre has proven itself as an effective cultural angender neutral approach to revealing essential truths of the human experience in ways that promote lasting change including: increased trust, respect, collaboration and team building.

**Organizational Assessments** – a collaborative process beginning with a needs analysis in which clients can clearly define organizational strengths, barriers to productivity, and business goals.

**Strategic Planning Partner** – this collaborative service assists clients in developing a solid, sustainable diversity, inclusion as well as communication leadership and change curriculum that is linked to corporate business goals. Our ultimate objective is to help them positively impact the bottom-line by driving higher operational performance through creative design of innovative, experiential and interactive training programs.



## Customization Means More Value

Although there are common principles applied to delivering quality training, CSS understands that no two customers requirements are identical. With that in mind, CSS created its own 3-Step Customization Process to tailor each program to the specific goals of the organization or business.

- Step 1 – CSS gathers information to determine organizational needs, concerns and desired outcomes for the learning program.
- Step 2 – CSS partners with the organization to create a customized toolkit based upon information obtained in Step 1.
- Step 3 – CSS launches a learning experience in which its facilitators skillfully create an atmosphere where participants comfortably interact in customized situations to observe, emulate and learn best practices.



## Company Background

Creative Synergy Solutions, LLC was created in 1997 by Kimberly Rattley, a certified and experienced facilitator and trainer who specializes in designing interactive workshops. Rattley and her team of seasoned professionals, combines an expertise in organizational development, small and large group dynamics, behavioral science and the use of drama to bring a fresh and cutting edge approach to complex business challenges. Rattley has honed her craft for more than 12 years in the performance improvement arena. She has been highly recognized and published as an expert in experiential methodology for learning purposes.

Rattley is certified in Organizational Development from Georgetown University and is also a Certified Psychodramatist, approved by the American Board of Examiners. She was named 1997 Cosby Fellow and 1997 Alumni Psychodramatist of the Year. Rattley has a Master's Degree in Social Work from Howard University and a Bachelor of Arts in Government and Theatre from Georgetown University.

Contact Us For More Information

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