

August 4, 2020  
ColorTech Greenhouses, Inc.

# 3L CONSULTANTS

Presented by:  
Ivan Jaime, CEO

## CHALLENGES

- Significant challenges not easily solved in one session - competence, emotional, and cultural shortcomings
- Lack of data and knowledge of informal network - how does the organization truly function?
- **Recommendation:**
  - perform relational analytics

## TEAM PERFORMANCE

- No team cohesion. Individuals lack direction, motivation, and structure to perform at their best
- **Recommendations:**
  - Set 20% improvement goal for 4th Quarter
  - Incorporate job-well-done section in weekly meetings
  - Allow for inclusion of best sales month
  - Institute new tardy, absence, and communication policies

## RELATIONSHIP

- No engagement by Beth at personal or team levels.
- There is no shortcut to create engagement - it must be done from the ground up
- **Recommendation:**
  - Employ dialogic approach to relationship
  - Set-up weekly virtual and monthly in-person meetings

## REFERENCES

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