



iiChange[®] assessments

- **iiQ[®]**: Measures capacity to shift mental models
- **Team Climate Inventory[™]**: Measures group against qualities of high-performing teams
- **Social StyleSM & Communicating Styles Survey[™]**: Increase understanding of individual styles
- **iiChange[®] Meeting Meter**: Gauges meeting effectiveness

WHAT THEY CAN DO FOR YOU

- Objective picture of strengths, opportunities of your team and its members
- Basis for customized learning

**innovative
interchange[®]**
ASSOCIATES

420 Ridgewood Ave.
Dayton, OH 45409
937.293.3119

7329 Blue Boar
Cincinnati, OH 45230
513.368.7203

1142 Dora Whitley Rd.
Franklin, TN 37064
615.591.7613

iiChange.com

Looking for a reliable way to measure the effectiveness of your team, as well as the individuals on it? We have five assessments that can help: the **iiQ[®]**, **Team Climate Inventory[™]**, **iiChange[®] Meeting Meter**, **Tracom Social StylesSM**, and **Communicating Styles Survey[™]** (Training Associates Press).

iiQ[®]: Gives you general information about how you see and feel about yourself, how you see and relate to others, and how you think, solve problems, and accomplish goals. You are scored in four patterns of thinking and behavior that are essential for healthy human behavior and relationships: Awareness, Appreciation, Cognition, and Motivation.

Team Climate Inventory: A brief survey that measures the levels of shared vision, open communication, task orientation, and support for innovation on your team.

Tracom Social StylesSM & Communicating Styles Survey: Help you understand how you think and communicate and appreciate the diversity among styles. Social Style is a 360-degree survey; CSS is a self-reporting survey. The iiQ[®], TCI, Social Style, and CSS are most effective when they're part of a larger learning plan because they help us customize your retreat or workshop series to address your group's specific needs.

iiChange[®] Meeting Meter: Think you run tight, effective meetings? Measure them against the Meeting Meter to find out. Log on to iiChange.com/meetingmeter.php and take the survey; then call us, and we'll set up a time to review your results.

about innovative interchange[®]

Innovative InterChange[®] is an independent consulting and facilitation company dedicated to providing clients with the latest skills for effective collaboration and rapid learning. With more than 45 years of research and experience behind us, we design and deliver workshops, based on current neuroscience research, that increase individual, group and organizational learning and innovation. Our exercises provide participants with tools and skills for increasing effective communication, collaboration, appreciation of diverse ideas, creative problem solving, and change management.

dayton region facilitators



Kathy Hollingsworth
khollingsworth@iichange.com



Heather Martin
hmartin@iichange.com



Steve Haber
steve@steve-haber.com

Kathy is dedicated to helping others reach their potential by understanding their worth and using iiChange skills and tools to enrich their lives. Prior to starting Innovative InterChange Inc., she spent twenty-nine years in banking, including several years as president and CEO of National City Bank, Southwest.

Kathy earned a bachelor's degree in geography from Wittenberg University and an MBA from Case Western University

Heather has a passion for communicating important, compelling ideas and for helping people see and appreciate the value in diverse points of view. Heather joined Innovative InterChange Inc. in January 2007 after nearly seventeen years as a professional journalist, including three and a half years as publisher of the Dayton Business Journal.

She has a bachelor's degree in English from Wittenberg University and a master's degree from Northwestern University's Medill School of Journalism.

Steve has thirty years of award-winning architecture and engineering experience and has led a personal growth seminar for Life Success Seminars in Cincinnati since 1995. He has a reputation for identifying the steps for personal and professional growth; he is compassionate and has a highly intuitive ability to assist in breaking through the fears and barriers that often sideline individual and organizational goals.

Steve is a registered architect in several states and an NCARB certificate holder. He earned his bachelor's degree in architecture and his Professional Practice Certificate from the University of Cincinnati.