



## iiChange™ retreats

### WHO CAN USE THEM?

Teams and organizations looking for a short, highly interactive learning experience

### WHAT'S IN IT FOR YOU?

- A team that will start to talk about the fundamentals of high performance
- A chance to analyze your team's communication patterns
- An opportunity to focus on ways to improve communication and creative problem solving
- More understanding of the concepts of self worth, authenticity, appreciation, innovation, and habit change

## innovative interchange™ ASSOCIATES

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[iiChange.com](http://iiChange.com)

An **iiChange Retreat** can be a time for your team or organization to step back from daily demands to focus on strategy and vision for the future. It also can give you a chance to examine how you and your staff work together in general and to polish up your teamwork skills.

Whatever your goal, an iiChange facilitator can guide you there, while helping your group learn to interact effectively in the process.

You will get a rich overview of such things as:

- Finding the value in and using conflict
- Using imagination to find possibilities
- Self-coaching
- Changing and sticking to habits
- The intrinsic worth of everyone on the team
- Choosing how you think and behave
- Tools for more authentic interaction
- Appreciating diverse perspectives

**iiChange Retreats** challenge and inspire your team to think and talk about its culture, its habits, and its capacity for transforming into the high-performing group your organization needs it to be.

## about innovative interchange

Innovative InterChange is an independent consulting and facilitation company dedicated to helping clients break the cycle of personal stress and organizational mediocrity.

With more than seventy years of research and experience behind us, we design and deliver workshops that teach effective communication, collaboration, appreciation of diverse ideas, creative problem solving, and change management.

We take time to get to know you and your specific goals, and then we create a customized experience — based on the iiChange model — to fit your needs.

## dayton region facilitators



**Kathy Hollingsworth**  
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**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 Martin**  
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**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 Haber**  
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**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.