As leaders and providers, our main asset is our reputation. Without a good one, a leader has no real followers and a service provider has no real business, not for long. Having been in private practice since 1999, I’m glad to let my reputation speak for itself and proud to earn your business every day in the future.

Here is information which you might find helpful in:

• Researching, planning and conducting your next event
• Discussing Tom’s services with your executive or leadership team
• Presenting Tom’s background and services to your decision-making committee

Please call or email us if you need anything else to make your decision easier or your next event more successful.

Thank you for the opportunity to be of service.

Tom Davidson
804-769-9794
LeadershipNature.com

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Leadership Nature is uniquely positioned to provide leadership development solutions for natural resource professionals and their organizations. Depending upon your situation and need, Leadership Nature gets your leaders up to speed and down to business so that you:

• Prepare your new leaders faster with fewer headaches.
• Enhance the results of your seasoned managers dealing with a new workforce.
• Improve the performance of your leadership team.
• Develop your culture of engagement, initiative, learning, creativity and change.
• Free your managers to focus on more strategic challenges.

Just as a healthy forest is no accident, neither is your next crop of great managers.

You don’t leave forest planning to chance, yet organizations gamble on leadership development every day, throwing new managers into leadership positions to sink or survive. While expeditious, this approach has serious short- and long-term consequences, including:

• Underperforming teams
• Decaying morale
• Disappointing hires
• Stunted productivity
• Nobody’s promotable
• A shortage of results

You can’t afford this, and you don’t have to.

Tom Davidson is the leadership linchpin for natural resource professionals, helping outdoor experts become expert leaders. After more than 20 years in the trenches, Tom learned leadership from the ground up, climbing from field forester to vice president of human resources and organization development in the forest products industry. He earned BS degrees in forestry and agricultural economics, an MBA and an MS in organization development, which means that Tom knows natural resources and the people side of organizations. As a result, he helps new managers hit the ground running and helps experienced executives stay on track.

What Clients Say:

“Never have I watched a ‘Headliner’ so eloquently and effectively serve our participants...one of the most effective instructors I have studied.... With Tom Davidson, we got everything we hoped for and more.”

— DAVE WALTERS, Tennessee Division of Forestry

Clients Include:

• Michigan DNR
• Pennsylvania DCNR
• USDA-NRCS
• Virginia DOF
• American Tree Farm System
• Society of American Forestry
• US Forest Service

“One of the best things about Tom is his ability to effectively communicate with employees at all levels of the organization. Being an exemplary leader, he quickly developed rapport with our managers and thus created an atmosphere of trust and effective learning... communicating real-life experiences into lessons on leadership.”

— JOHN CARROLL, Deputy State Forester (ret), Virginia Department of Forestry

Program Topics:

Developing Your Leadership at the School of Hard Knots
The 8 Greatest Mistakes New Managers Make

Boomers, Geeks & Geezers!
Regenerating Motivation and Communication across the Generations

Adapt, Migrate or Die
Calibrating and Growing your Leadership Range with the One-and-Only RangeFinder™

Dodging Deadfalls and Widowmakers
Protecting Natural Resource Leaders from the 11 Deadly Derailers

Shoveling Smoke
Understanding the Ecosystem of Teams and How do Get them Moving in the Right Direction

Muddy Shoes
How to Spark, Manage and Cope with Change from the Point of Ignition to the Peak of Fruition

What Clients Say:

“I have hired Tom multiple times for multiple types of leadership training for small groups (25-50) of elite leaders. His presentations, assessment tools and one-on-one interaction with leaders is consistently ranked exceptionally valuable.... Tom connects with people, is a great listener and someone who will be there for you long after the training session is complete.”

— MICHAEL GOERGEN, Chief Executive Officer, Society of American Foresters

“The information you shared was extremely relevant, and the interactive approach that you used was hugely successful in conveying the messages and keeping the energy level very high.”

— TOM L. THOMPSON, Deputy Chief (ret), U.S. Forest Service
Orienting and Developing New Managers

Get your new managers up to speed and down to business fast with training and development options.

**Boot Camps** are fast-start single-day workshops delivered at your location to help your new managers hit the ground running. You need a New Manager Boot Camp when:

- You don’t have time to take your new supervisors off the line for weeks of in-depth training
- You need to provide a solid foundation for your new managers but don’t have the budget for more than an introductory program at this time
- Your staff is good at technical training but not experienced with developing leaders, or they are spread too thin to develop and deliver training of this type

So That:

- Your new supervisors adjust their mindsets from continuing to be hands-on experts to becoming real supervisors and effective leaders of people
- Your new leaders will get the leadership foundation they need, earn the reputation they need and generate the results you want
- Your supervisors can get right back to work and apply their new insights after very little time off the job

**Leadership Academies** are comprehensive and customized multi-day programs for small cohort groups at the same organization to get your new managers up to speed and down to business. You need this when:

- Your bench strength of ready leaders is dangerously thin after years of cost cutting, downsizing, and “lean and mean” staffing levels
- Your business is growing (and/or your “Boomers” are retiring) so fast that you have to bring up a new crop of supervisors in a hurry
- Your current supervisors have old-school management styles but are leading the newest generations of workers and volunteers

So That:

- Your leadership talent pool will be full of aspiring managers who have a new mindset and new skill set for their role, practiced principles for leading others, and the ability to learn faster from future on-the-job experience
- Your new crop of leaders will be ready to step into their roles as managers and supervisors in a matter of months, not years
- Your leadership corps will have a consistent and up-to-date range of skills to meet the needs of the youngest generations populating the workplace and moving into leadership positions themselves
Measuring and Accelerating Executives

Use executive assessment and coaching to keep your senior leaders on track and accelerate the growth of your next generation.

Individual Executive Assessments give you the clearest possible snapshot of a manager’s strengths and developmental opportunities. You need this when:

- You have a mid- to senior-level manager who is highly valued by the organization for their technical/business skills but on the verge of losing credibility, teamwork and career trajectory because of their unpolished leadership skills
- You have tried other – more standard – performance interventions with little or no success (i.e., more frequent performance reviews, warnings from superiors, diminished responsibility or degraded compensation)

So That:

- You and the executive get an accurate root-cause analysis of why the client continues to face a recurring pattern of potential leadership derailers
- A personalized development plan for the valued manager to follow, adapt, and use in the next phase of their executive coaching process
- A high-level executive summary with personalized developmental recommendations, plus a final coaching session for the client to help begin the development process and an in-person debriefing with the sponsor to support the development plan

Executive Coaching for High Potentials is an accelerated development program for middle managers who need to get ready for the next-level challenge quickly and efficiently. You need this when:

- You have important, high-visibility or high-risk leadership roles that need to be filled quickly by managers who are proficient but not fully ready at the time of promotion
- Your organization is moving in a new direction, breaking new ground, performing new operations that require leaders to learn and adapt with unique dexterity

So That:

- Your fast-tracked executives are made successful in spite of any dramatic changes in scope or role
- Leaders being sent into unknown territory or doing unfamiliar tasks get the support they need to adapt, overcome and succeed in their new – sometimes-unprecedented – roles
- Politically complex roles are made clearer, the leader learns coping skills, and the high-potential manager learns how to balance multiple responsibilities with multiple bosses, peers and other stakeholders
Igniting and Regenerating Teams

Put your teams on the right track or get them out of the ditch so you can spend your time putting out other, bigger fires.

Group-Level Assessments are one-day team meetings that “put the car in the garage” for an overdue checkup to improve your team’s performance, fix what’s broken and teach you how to do it on your own the next time. You need this when:

- Poor working relationships in your group are causing people to “hunker down” in silos, place blame on others, ask for transfers or quit
- Your team is taking on a new, more important or higher-visibility project where you can’t afford distractions and dysfunctions
- You have had significant change in the makeup of your team, including turnover, leadership, strategy or purpose

So That:

- High-risk, high-visibility projects get the fast-start and results you need
- You prevent unnecessary and embarrassing team train wrecks that can hurt your results and you reputation
- You solve root causes and don’t just put a Band-Aid on the problem
- Your people are immediately more engaged, productive and creative

Team Start Ups provide a unique opportunity to get work groups off on the right foot, fast. You need this when:

- You are forming a new task force or project team with a high-visibility mission
- You have chosen team members for their technical abilities, not their people skills
- You need and expect the team to operate independently, with minimal daily oversight

So That:

- You get results sooner, with less wasted effort and time
- Team members are more focused on accomplishing team goals than individual grandstanding
- Your team can prevent and solve problems on their own
- You don’t have to worry about embarrassing or costly people problems
Kickstarting and Closing Meetings

Accomplish your meeting goals with a speaker, facilitator, trainer and emcee who knows natural resources, knows audiences, and knows leadership from the ground up.

Keynotes and Workshops are variable-length programs on leadership that inform, entertain and inspire leaders. You need these when:

• You want to set the tone for an important meeting or conference
• You need to change the way people think, feel or act
• You want to kick off a leadership program or other critical training

So That:

• Your leaders are more engaged, retained and motivated to do their jobs even better
• You look like a star for bringing in a speaker who knows leadership and the challenges of natural resource professionals

Leader Labs are the most dramatic of our alternatives to “Death by PowerPoint” in that they bring a series of real-brief, real-time and real-relevant case studies in leadership directly from your audience to the stage. You need this when:

• You can’t get more relevant than dealing with specific audience problems while the audience is watching
• You want lessons in leadership that your audience has never seen before and — because every Leader Lab is different — will never see again
• Your annual conference needs a shot in the arm of attendance, interest and buzz
• You want attendees to come back next year just to see this session offered again
• Your audience is full of doers, no non-sense professionals who have been there, done that, but not done this

So That:

• Your audience gets an inside look at leadership that will change the way they think about being managers and leaders back on the job
• Your audience gets tools, models and practical advice that they can take home and put to use immediately in their own situations
• Many of your attendees will feel they got their money’s worth out of the conference from this one session alone
About Tom Davidson

Tom Davidson is a forester and leadership expert who has trained and coached hundreds of new managers, emerging leaders, and senior executives in the private and public sector.

Combining his deep natural resources background with his wide experience in business management, Tom is the leadership linchpin for natural resource professionals, helping outdoor experts become expert leaders.

Tom’s formal education includes BS degrees in forestry and agricultural economics from North Carolina State University, an MBA from the University of Richmond, and an MS in organization development from The American University and NTL Institute in Washington, DC.

Tom’s outdoor experience grew out of Scouting, where he excelled as a boy leader, Eagle Scout, trail guide and survival instructor. After college, Tom’s professional career began outdoors as well, first as a Youth Conservation Corps crew leader with the Maryland Forest Service, and then as a forester for Chesapeake Corporation. As a professional forester and volunteer fire fighter, Tom’s increasing responsibilities involved timber and land procurement, land management, public education and landowner assistance.

During this time, he continued his business education and then transitioned to broader, more diverse business functions, including leadership roles in training, internal communications, government affairs, media relations, human resources and organization development. With exposure to various business units and functions, he gained first-hand experience with mature, fast-growth, turn-around, downsizing and greenfield-startup situations, culminating as vice president of human resources and organization development for Wisconsin Tissue Mill, Inc.

After a merger in 1999, Tom went into private practice as a leadership and organization development consultant. Since that time, he has also been a radio talk show host, columnist and published author. He is certified in a wide range of assessment instruments and holds the professional designations of Senior Professional in Human Resources (Society for Human Resource Management – SHRM) and Professional Certified Coach (International Coach Federation), one of a handful of professionals in the world to have earned both certifications.

In addition, Tom is co-founder and past-president of the International Coach Federation, Greater Richmond Chapter; former Board member of Richmond SHRM; and past-president of the National Speakers Association in Virginia.

Tom is also the author of The 8 Greatest Mistakes New Managers Make: Surviving Your Transition to a Leadership Position and co-author of the RangeFinder: The Leadership DISC Profile for Natural Resource Professionals. In addition, he writes the Spot Fires blog, an ongoing leadership primer for natural resource professionals, Leadersips & Tips: the Good, the Bad and the Bungled, an editorial on leadership in the daily news, and LeaderLab a leadership and how-to column for The Forestry Source a publication of the Society of American Foresters.

Tom resides in King William County, Virginia, with his wife Ellen, their five horses and six dogs. Once an avid windsurfer and windsurfing instructor, Tom now enjoys shooting sports, golf, ballroom dancing, horseback riding and driving the family’s Fjord ponies in the woodlands around their home.
Resources

When it comes to our forests, there are lots of resources out there; the same is true for leadership, possibly the most written about subject on Earth. These resources will help keep you up to date and keep up the momentum of your development.

Spot Fires blog
Get an RSS Feed of my blog, Spot Fires — The blog that puts out leadership problems for natural resource professionals. The blog contains tips, examples, Q&As, reminders and commentary.

Leaderslips & Tips newsletter
Sign up for my newsletter, Leaderslips & Tips — The Good, The Bad and the Bungled, ripping leadership lessons right from the daily news with expanded commentary, examples, tips, reminders and recommendations for on-the-job application. By signing up, you’ll get a free chapter of Tom’s book.

The 8 Greatest Mistakes New Managers Make book
Buy The 8 Greatest Mistakes New Managers Make: Surviving Your Transition to a Leadership Position, by Tom Davidson. It’s your handbook for avoiding the pitfalls of the past and your field guide to getting a great start to your leadership career. Also, if you’re an experienced manager, you’re not immune from the same mistakes.

RangeFinder
Take the RangeFinder: The Leadership DISC Profile for Natural Resource Professionals, by Tom Davidson and Mels Carbonell. It will calibrate your natural leadership and communication styles so that you can develop strategies to grow your leadership skills. Get enough RangeFinders for your entire team, and bring in Tom to do a high-impact workshop to get them up to speed and down to the business of people.

Tools for Leading Teams
Scan our Tools for Leading Teams topics and find the one you need for your next challenge; take it with you into the field or your next crew meeting.
Natural Resource Clients

Tom Davidson
804-769-9794
LeadershipNature.com

Tom Davidson’s Additional Clients
Client Testimonials

Orienting and Training New Managers

“The feedback we received from employees was overwhelmingly positive. We wholeheartedly endorse his work and recommend his leadership training, especially in the natural resources field. We are pleased to recommend him to others.”

— JOHN A. BRICKER, State Conservationist, Natural Resources Conservation Service

“One of the best things about Tom is his ability to effectively communicate with employees at all levels of the organization. Being an exemplary leader, he quickly developed rapport with our managers and thus created an atmosphere of trust and effective learning...communicating real-life experiences into lessons on leadership.”

— JOHN CARROLL, Deputy State Forester, Virginia Department of Forestry

“I have hired Tom multiple times for multiple types of leadership training for small groups (25-50) of elite leaders. His presentations, assessment tools and one-on-one interaction with leaders is consistently ranked exceptionally valuable. … Tom connects with people, is a great listener and someone who will be there for you long after the training session is complete.”

— MICHAEL GOERGEN, Chief Executive Officer, Society of American Foresters

Measuring and Accelerating Executives

“Tom’s wide variety of interests and breadth of experience make him easy to talk to and very skilled at assessing situations. I have already benefited from the coaching sessions and would definitely recommend Tom to anyone who is looking for coaching to reach the next milestone on their career path.”

— TRACY SCHNIEDER, Brand Manager, Capital One

“I had the pleasure of working with Tom when he worked with me as a coach. Tom did a detailed assessment with input from colleagues, my manager and my direct reports and helped create a strengths profile. I found his approach...to be very helpful and feel like his input helped me focus on my career and enhance my leadership style.”

— PRASHANT AGARWALL, Regional Marketing Director (Asia Pacific Japan) and Global Director for Emerging Markets, Dell

Igniting and Regenerating Teams

“Tom demonstrated a breadth of team development expertise, knowledge and a wealth of on-the-ground practical, professional expertise that resulted in a powerful operating plan for our group’s development and output. His creative approaches and unique ability to facilitate...made us the envy of other business units.”

— JOHN CAMPBELL, Director, Marketing & Development Services, University of Virginia

“Tom has been an effective partner in several capacities. Tom does an excellent job facilitating group conversations, leading teams to actionable insights and helping bring them together. He has also proven to be a great asset as a coach for individuals, both in helping understand learning opportunities and accelerating the growth of high potential individuals.”

— NED FREEMAN, Director, Brand Digital Acquisition Strategy, Capital One
Client Testimonials (continued)

Kicking off and Closing Meetings

“The information you shared was extremely relevant, and the interactive approach that you used was hugely successful in conveying the messages and keeping the energy level very high.”

— TOM L. THOMPSON, Deputy Chief (ret), U.S. Forest Service

“Tom was a great partner in every way, offering suggestions for topics...leaving his various audiences with practical take-aways and insights that they would not soon forget... Tom’s topics were the top two favorites by those who completed our convention evaluations.... He is a unique resource in our profession and many other that are lucky to find him.”

— CAROLINE KUEBLER, Outreach Manager, and Mike Burns, Program Resource Manager, American Tree Farm System

“Tom’s program on ‘Boomers, Geeks & Geezers!’ has not only been popular for its creative and memorable delivery but for its relevant and important content, which he keeps fresh with on-going research.”

— DIANA ORECK, VP, Global Learning & Ritz-Carlton, Leadership Center, The Ritz-Carlton Hotel

Leader Lab

“I learned so much about management concepts & approaches. It was also validating to hear everyone’s experiences, providing the ‘you’re not alone!’ Lots of insights that I will apply! Thank you!”

“Great interaction with audience. Most principles discussed related to audience leadership issues. Examples of discussion featured real people with real issues.”

“An excellent class. Thanks for reminding me about how to deal tactically with higher ups.”

“Very helpful to learn or re-learn several principles. Validation of some things I have started, with tools to finish the task.”

“Thought provoking. Tom’s calm demeanor helps to get people to open up and see new or different aspects of their situations. Tom asks very good questions and in a non-threatening manner.”

“I am always looking for tools and you provided me some. Although these look like simple tools, they require much analysis. I will use these tools immediately.”

“Good insights into organizations and their functions. I am a neophyte in that subject, so this lab taught me I need to know much more.”