



Create Real Growth

working with leaders to achieve enduring success

Professional Services

Board development

Recruiting, onboarding/training, recognition & retention, succession planning
Managing performance of volunteer Boards

Strategic planning

Developing a compelling and meaningful mission, vision, values
Managing change
Translating strategy into results
Succession planning for future success

Meeting & retreat facilitation, including

Project launch
Team building
Healthy Start for Congregations <http://healthystartup.org/>

Training for Boards, Management, Staff – recent topics:

- *The American Quilt* – diversity & inclusion in the 21st century (harassment prevention) • Right Person + Right Job = Business Success • from the **your style** series – *What Color is Your Personality; From Model T to 4G – Four Generations at Work; Understanding Your Boomer Bosses* • Performance Management: Feedback that Works • *Employee Engagement and the Bottom Line* • *Becoming a Supervisor: Making the Transition* • *Set up to Succeed: Employee Orientation & Onboarding* • Red Flags and Green Buds – overview of recent changes in employment laws and regulations • *Eat That Frog – Time Management for Busy People* • Career Check-up: Avoiding Burnout •

About us

Create Real Growth specializes in working with organizational leaders providing expertise in organizational effectiveness and improving workforce performance. This dual focus ensures that effective work systems and an engaging work environment support high-performing workers. Carlene Goldthwaite is the president of CRGllc and her career has encompassed most aspects of organizational development as well as talent management/HR – from recruiting/selection to training/development, risk management, and employee relations.

