



**Steve Cosgrove & Associates**  
**Leadership Development and Consultation**

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*Steve Cosgrove & Associates* is a professional services consulting firm dedicated to the provision of quality leadership training and results-based human resource development. Outcome-oriented consultation is tailored to the unique needs, challenges, and directions of organizations, inclusive of the following topics and methods:

- Team Building
- Motivation Training
- Grant Writing
- Executive Development Retreats
- Strategy Formulation
- Salesmanship, Marketing and Promotion
- Performance/Program Evaluation
- Organizational Vision and Change Strategies
- Effective Leadership Practices
- Enabling Diversity in the Organization
- Training-the-Trainer
- Positive/Responsive Customer Relations
- Delivering Effective Presentations
- Empowerment and Enthusiasm: Keys to Success
- Job Readiness, Job Training, and Job Placement
- Telephone Skills for Sales Success
- Expectations, Goal Setting, and Goal Attainment
- Paradigms for Business Success
- Collaborative Interagency Agreements
- Interpersonal Communication Skills
- Time and Stress Management
- School-to-Work / Community Transition
- Positive Supervision / Personnel Management
- Large Systems Change Management
- Behavior Change Methodologies
- Dealing with Difficult People and Situations
- Assertion Training
- Quality Improvement Processes
- Work and Workplace Dynamics for Success
- Vocational Testimony and Work Expertise

**Client List Includes**

- United Cerebral Palsy Association
- HealthSouth Corporation
- University of Alaska
- Auburn Chamber of Commerce
- City of Hoover, Alabama
- Colonial Properties Trust
- Regions Bank
- Alabama Cooperative Extension System
- LeaderShape, Inc.
- U.S. Department of Education
- National Easter Seal Society
- Mutual Assurance, Inc.
- Moose Jaw Asphalt, Inc.
- Florida Div. of Blind Services
- National Results Council
- Roosevelt Warm Springs Institute of Rehabilitation
- Cornell University
- Social Security Administration
- Florida Department of Children & Families
- Cooperstown Dreams Park
- University of Alabama
- University of Oklahoma
- Illinois Dept. of Corrections
- Wascana Energy, Inc.
- Sherlock, Smith & Adams, Inc.
- Eaton Corporation
- Berry College
- University of Georgia
- Florida Developmental Services
- Strategic Systems Corporation
- Tomkat's Catering
- University of Montana
- Alabama Judicial College
- American Society for Training and Development
- Eufala City Schools
- University of Tennessee
- Florida Dept. of Corrections
- University of Illinois
- Wilkes University
- Alabama Travel Council
- Auburn University
- Boys & Girls Clubs of America
- Florida State University
- Marc Center
- Kepner-Tregoe, Inc.
- National Rehabilitation Association
- Auburn Fire Department
- U.S. Department of Veterans Affairs
- Behavior Analysis, Inc.
- Alabama Restaurant Association
- Jefferson Co. Board of Education
- Briggs & Stratton
- University of North Carolina
- Blue Ridge Vocational Services
- Tim Morales & Associates, Inc.
- City of Auburn, Alabama