



# Shelley SMITH



Keynote  
Motivational  
Speaker

Executive  
Leadership  
Coach

Leadership &  
Development

Predictive  
Index

Author

## ATTENTION BUSINESS OWNERS AND EXECUTIVE LEADERS Make Powerful Long Term Decisions About Your Future So You Can Live Into Your Values At Work and At Home

You can't give anyone in your organization the desire to "get well" or to positively transform their leadership ability.

Your greatest return on investment, will come from installing supportive systems that quickly identify those sparks, and channel their desires to the long term benefits of both the individual leader and the company.

**PREMIER RAPPOR** offers Executive Leadership Coaching for individuals as well as group coaching programs and more. Creating the right Processes and hiring the right People with laser Focus are the key to Growth and Sustainability.

**Shelley Smith**, our founder, runs the day-to-day operations, as well as, strategically planning, and developing ongoing opportunities for **PREMIER RAPPOR** and their clients.

Prior to owning her own Leadership Development, Executive Coaching and Consulting firm, Shelley spent several decades in top executive positions within Marriott Corporation, LTD Hospitality Group, HMP Properties, Virginia Tech Cooperative Leadership Institute and had her beginnings in a family-owned-and-operated business.



Call us. **757-897-8644**  
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**KEN KOVACH, SVP of HR**  
*B.F. Saul Companies & Saul Center Inc.*



I am always impressed by the understanding that Shelley has of our culture and the leadership/development needs throughout our organization. Shelley is very quick to connect and offer processes that assist in our strategy development as we continue to move our talent management programs forward.





"You don't build a business  
– you build people –  
and then people build  
the business."

–Zig Zigler

## ARE YOU STILL LOOKING FOR THE RIGHT SPEAKER FOR YOUR NEXT EVENT?

### MOST REQUESTED SPEAKING & WORKSHOP TOPICS:

#### EMPLOYEE ENGAGEMENT

Employee engagement in today's economy is a bit different. It's because people tend to job hop and only stay in their current job for 2 to 5 years or until a better job or better opportunity comes along. This causes employee engagement and the value of an individual in a team to be heightened tremendously. Thus, it is important to set rewards and benefits that are aligned with the vision, mission and goal of the company, to motivate employees to interact and engage with their team and in turn, become more productive members of the company.

#### LEADERSHIP & DEVELOPMENT

As leaders and mentors our success and sustainability comes from our abilities to make the best of what we have, how we have it, how we future develop our future and more. Everyone brings to the table their strengths and weaknesses, "weeds" and "wheat."

#### DELEGATION & ACCOUNTABILITY

The benefits of successful delegation are far reaching when we've taken the time to hire right, understand our beliefs around our future forecasts and develop accordingly. These steps build trust; building trust and confirming vision while aligning values creates a pathway to successful and comfortable delegation. All of this takes time and focused efforts, but is well worth the payoff, both personally & professionally.

#### SUCCESSION PLANNING

Both employees and the business benefit from long-term succession planning regardless of which form it takes. On the employee side, a formal plan tells employees that the business values and is committed to its staff. Advancement opportunities often increase morale and employee engagement, causing a corresponding decrease in employee turnover. On the employer side, planning supports continuity and sustainability objectives, ensuring the business is capable of moving forward whether key staff members leave voluntarily, due to retirement or via termination proceedings.

#### CHANGE MANAGEMENT

In today's business world, the complexity and pace of change can be daunting. Adaptability has become recognized as a necessary skill for leaders to develop to be effective in this environment of rapid change. Even so, leaders rarely know what they can do to become more adaptable and foster adaptability in others. This workshop contributes to a greater understanding of adaptability and the cognitive, emotional, and dispositional flexibility it requires. Leaders will learn how to develop their adaptability and to become more effective for themselves, the people they lead, and their organizations.

Shelley Smith, owner of Premier Rapport, facilitated a Leadership Class with my team of Marriott managers.

There was good flow and she kept the managers' interest throughout the entire meeting.

I highly recommend Shelley to facilitate any type of class for any company or group who is looking to raise their level of Leadership.

Mission accomplished and job well done.

–Bob Fitzgerald  
Area Director,  
Extended Stay &  
Select Service Hotels  
Marriott International



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