

WHO WE ARE

Black River Performance Management is an organizational development consultancy focused on delivering exceptional quality, research-backed human capital management solutions to improve organizational performance and success. Our priority is to balance the ambitions of the organization with the needs of the employees to flourish in their jobs and their lives.

OUR CORE VALUES

Integrity, Connection, Mastery, Support, Authenticity, Happiness & Joy

SERVICES OFFERED

1. **Training (online & live)** - as experienced teachers, trainers, and consultants we design and deliver engaging learning and development options. We also offer self-paced micro courses in various leadership topics.
2. **Coaching** - our person-centered approach to coaching results in a safe and supportive environment where we guide your employees in developing their leadership skills, leading to higher employee satisfaction and retention, and increasing productivity.
3. **Leadership Academies** - no two organizations are alike. We customize every Academy to meet the needs of the organization. Our sessions are fun, informative, practical, and thought provoking.
4. **Performance Improvement** - when organizations and/or people fall short on their goals there are numerous variables to consider. As experts in human behavior, our mix of specialized skills and sustainable solutions result in increased performance and work satisfaction.
5. **Group Facilitation & Retreats** - memorable and engaging experiences help bring the best out of teams. Our approach to building rapport and camaraderie brings people together and cultivates a path forward to overcome obstacles and challenges.
6. **Cultural Change** - people are our greatest asset! We work with groups at all levels to enhance or shift the cultural landscape of the organization. Some groups only need a nudge, others need an overhaul.

LEADERSHIP TEAM

Angie Lion, MS

Certified in various personality assessments, Angie brings significant learning and development experiences to organizations by addressing clients' needs and providing sustainable and impactful development solutions.

Education – Master of Science in Human Resource Development

Personality Certifications – DISC, Driving Forces, Emotional Intelligence

Rob Lion, PhD

With over 20 years of significant hands-on experience in leadership, management, and organizational development, Rob focuses on sustainable and strategic performance improvement practices for individuals and organizations.

Education – PhD in Training and Performance Improvement

Personality Certifications – Hogan Assessment Systems