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Executive Coaching • Team & Leadership Development • Career Transition



A.J. O'CONNOR  
ASSOCIATES



**A.J. O'Connor Associates  
proudly serves prestigious and  
emerging companies of all sizes,  
consistently delivering  
outstanding human capital  
services and providing clear,  
measurable value.**

## Hello

We are **A.J. O'Connor Associates**, although most people call us AJO. Headquartered in New Jersey, AJO has been offering uncompromised service to our clients for over 33 years. To us, relationships, reputation and results are everything!

We **RECOGNIZE** that building and running a successful business isn't easy—and it's even more difficult with complex regulations, legal requirements and an ever-changing workforce. Every action matters because it impacts the bottom line. Our business is making your business successful by assisting you in reaching your employee and business goals.

We **PROVIDE** people services: team and leadership development, executive coaching and career transition. We focus on your talent—the esteemed men and women who innovate, lead, make decisions and execute strategies in your organization. We help your leaders and employees build knowledge, skills and competencies, empowering them to achieve both business and personal goals. And when it's time to restructure, we help your displaced talent successfully transition to their next opportunity.

We **IMPACT** your goals, your talent and your results. We focus on what matters to you.

# How We Partner



Empowering  
**individuals**  
to excel now, and in the future



Building and nurturing high-performing  
**teams**



Creating  
**organizations**  
that achieve sustainable business results

AJO provides **Executive Coaching** to your leaders and high potentials, enabling them to assess skills, integrate confidently into new roles, develop competencies demanded of current and future roles, and achieve their full performance potential. Our **Leadership Development** programs motivate behavior change and inspire individual growth. Our **Career Transition** services enable employees at all levels to reach new goals beyond their current organization.

Let's face it. Teams are the basic building block of organizations. The ultimate test of a great team is results; yet many teams fail to perform.

AJO not only identifies team dysfunction, we help teams become superbly high performing through our **Team Coaching** process. Our **Impact Series™** employs an integrated system of work-based, research-driven assessments and tools to accelerate a new team start-up and/or align, revitalize and boost an existing team.

You're not alone. We understand the pressure to attract new clients, remain agile, cut costs, increase revenues and create value. Our clients affirm the ways we contribute—defining core leadership competencies, enabling innovation, developing new learning and employee engagement systems, supporting enterprise-wide change initiatives, restructuring organizations and creating significant culture change.

**Reaching Your Goals** is truly where we begin and end each engagement. We start by asking: "What do you want to achieve?" and end with: "How have we helped you accomplish your objectives?" We want to be a partner in your success.



**100+ coaches**  
worldwide

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**30 states**  
throughout the U.S and Puerto Rico

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**20+** countries worldwide

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**20+ years'**  
experience, on average



## Meet Our Team

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We are proud to have an outstanding team of individuals who share a commitment to achievement and a passion for excellence.

You will be supported by executive and administrative team members along with a remarkable team of coaches and consultants, selected for their education, business experience and proven record of success.

With advanced university degrees and an average 20 years' experience, our consultants are respected business leaders and talent management experts, regularly sought after to share their knowledge in both business and academic settings. Our coaches are credentialed, adhering to the highest accountability standards in the coaching industry.

# What Our Clients Are Saying...

## About us

“AJO is a specialty firm—providing personalized service, flexibility and a great reputation, with knowledgeable and reliable coaches and consultants.”

## About our products and services

“AJO has a proven ability to customize, resulting in high-quality content and high-impact delivery.”

## About our approach

“AJO is consultative; they don’t push their views on you. AJO gives you what you need—they don’t tell you what you need.”

## About our relationships

“They are our go-to partner in understanding our needs; collaborative and team-oriented.”

“AJO makes you feel special—as though you were their one and only client.”

In a world where stellar service is an expectation rather than a surprise, we take personal service to the next level—one customer at a time.

“AJO coaches are helping our leadership team transition to a culture of engagement, empowerment and coaching...”

—Client VP, Pharmaceutical Company





**Partnering  
with  
individuals,  
teams and  
organizations  
to reach  
their goals**





# What You Can Expect

**Our differentiators are what they have always been: robust relationships, a reliable reputation and our ability to produce measurable business results, providing a decided advantage in serving our clients.**

## Our Commitment to You

Because we are committed to your success, you can expect us to:

- Listen and learn—to fully understand your business goals
- Align HR solutions to business strategies
- Design and develop custom services that meet your goals
- Provide superior value for your investment, including measuring the engagement ROI

Our clients value that we are a trusted and service-oriented partner with a flexible, collaborative, transparent and creative approach to working together.

## Our Community

We invite you to become part of our community, and participate in one or more of the business forums we sponsor, to learn, connect and discover best practices. Each forum focuses on a unique audience and approach—peer networking, idea sharing, online resources, podcasts, presentations—ensuring the right information gets to you at the right time. AJO's Networks provide our clients an opportunity to build lasting business and personal relationships, expand knowledge and accelerate success.

AJO is also dedicated to volunteerism. We feed the hungry, mentor at-risk youth, provide job-skills training, support families of fallen police officers, and advocate for abused and neglected children, among many others. We do it because we care. And we like to do business with others who share our values.



# Let's Chat

Let us partner with you to reach your goals.

Call **800.539.3006** or visit us at [ajoconnor.com](http://ajoconnor.com).

