

TDS

Where excellence develops

“IF EVERYONE IS MOVING FORWARD
TOGETHER, THEN SUCCESS TAKES
CARE OF ITSELF.”

• HENRY FORD

PARTNERING FOR PERFORMANCE

To excel, a company must continually push ahead, not randomly, but with a clear course in mind. The workforce must be properly trained and armed with the tools that help them to be efficient and effective. Expectations must be set and goals clearly defined. And every member of the team must have the chance to shine.

When a team performs, the company succeeds. In the petrochemical and refining industry, TDS can play an integral role in that success.

For more than a decade, we've collaborated with petrochemical and refining companies of all sizes, from small and local to large and international. Our goal is always to improve workforce performance and bring out the best in every company's most valuable asset, its people.

*Our Mission:
Perfecting People's Performance
and Process*



TEAMING DISCIPLINES FOR INNOVATIVE SOLUTIONS

It's the combination of disciplines that sets TDS apart. Not only does our management team have extensive experience in the petrochemical industry and human performance, we have expertise in the theories and practice of adult learning. By combining these knowledge bases, we are able to offer services that truly have an impact.

Our innovative approaches and methodologies have been proven in the petrochemical and refining industry over and over again. Though we apply our systematic ADDIE approach to every job we undertake, regardless of its size, we remain flexible enough to tailor programs for the specific needs of each of our clients.

The TDS multi-disciplinary team offers a comprehensive array of solutions to significantly improve your performance and effectiveness: Advisory Services, Learning and Development, Policies and Procedures and Program Management.

We analyze, design, develop, implement and evaluate.



FOCUSING ON IMPROVED PERFORMANCE

We provide expert guidance from a third-party perspective to identify gaps, measure how productivity is impacted by various human factors and offer recommendations to improve performance. We begin with an analysis to develop a custom plan for every client and assign a multi-disciplinary team of specialists to each project.

75% of employees consistently fail to execute to their full potential.

• From Casual to Committed: How Alignment and Engagement Can Create Positive Accountability, Performance Xpress

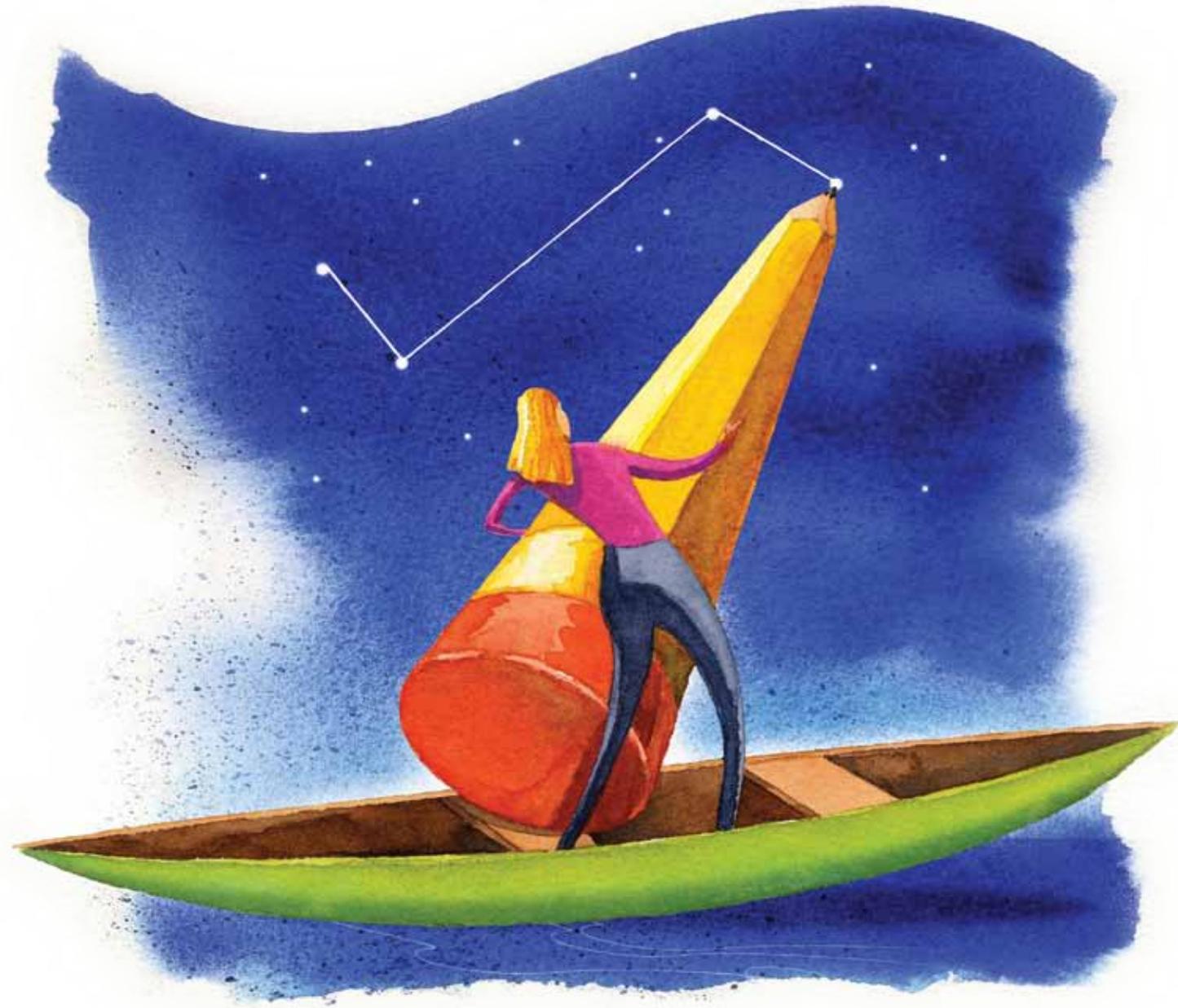


LEADING YOUR WORKFORCE TO EXCELLENCE

Our Learning and Development solutions have your workforce covered from hire to retire with basic training through supervisory programs and beyond. TDS develops custom integrated learning solutions for your specific needs, from classroom instruction to simulation training.

Only 42% of managers encourage employees to use training and 11% hold employees accountable for applying it.

• Scrap Learning & Manager Engagement, CLO Magazine



NAVIGATE PROTOCOL TO ACHIEVE PEAK PERFORMANCE

TDS leverages our industry-wide expertise to develop unique methods and processes that help you manage protocol, increase productivity and improve safety. We offer an independent perspective to identify gaps in your current practices, develop clear, effective policies and procedures and create workflows to guide their proper and consistent use.

Procedure insufficiencies account for around 23% of workplace accidents.

• OSHA



SUPPORTING YOUR TRAINING EFFORTS AT ANY LEVEL

Many companies do not have the time or resources to devote to every aspect of training and development. Because TDS specializes in workforce performance within the petrochemical and refining industry, we have the capacity, know-how and experience to provide the right development programs and resources for your specific needs, quickly and efficiently.

A \$1 billion organization can see a \$2.8 million return from the training function if measured conservatively.

• Emerging Issues in Management, CLO Magazine

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REACHING NEW GOALS AND BEYOND

The importance of workforce performance cannot be understated. In the petrochemical and refining industry, as in many others, your success is determined by your people. They are your point of difference, what sets you apart. The better trained your people are, the more they can contribute. The better they perform, the greater their impact.

It's a competitive world. You need every advantage you can get.

Let TDS lead the way to excellence.

Begin developing excellence in your workforce.

Contact TDS today at [800.480.1128](tel:800.480.1128) or www.TDSHOU.com.

“INDIVIDUAL COMMITMENT TO A
GROUP EFFORT - THAT IS WHAT
MAKES A TEAM WORK, A COMPANY
WORK, A SOCIETY WORK,
A CIVILIZATION WORK.”

• VINCE LOMBARDI



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