

## **Step 1 Provides Strategic Planning Services to Trans Associates Engineering**

*Transportation engineering firm turns to Step 1 to help map-out Strategic Vision*

**PITTSBURGH, PA – April 24, 2008** – Step 1 Management Services, LLC, a firm dedicated to providing essential management training and leadership development services, today announced the successful strategic planning facilitation project that it recently conducted with Trans Associated Engineering Consultants, Inc. The engineering firm engaged Step 1 to facilitate its annual planning session and work with executives in developing a long-term strategic roadmap to lead the company through its next phase of growth and change.

Trans Associates Engineering Consultants, Inc. is a successful civil engineering consulting firm, headquartered in Pittsburgh, Pennsylvania. The firm specializes in transportation solutions for public and private sector clients. Since its founding in 1989, the company has experienced substantial growth and now has over 70 employees in offices across 3 states. Trans Associates engaged Step 1 to facilitate its annual strategic planning session after Step 1 conducted an on-site management training workshop for the firm's management team.

"As we headed into the process of planning our annual meeting, we did so against the backdrop of significant growth in a diverse set of markets," said Carl Hunt, business development manager at Trans Associates. "In the upcoming meeting we wanted to take a look at the long-term business prospects for continued growth in these diverse areas, but we recognized that with so many factors at play this would be difficult to accomplish if we did not bring in a third-party to objectively lead the discussion. It worked well for us to get to know Jeff first through his on-site training engagement. The success of that session demonstrated to us his ability to strategically and pragmatically lead our upcoming planning session."

Step 1 developed a customized service package to fulfill the requirements for the session set forth by the firm's executives. The Strategic Planning Facilitation Service package included pre-

meeting planning; survey development and information gathering; survey analysis and presentation of findings; meeting facilitation; and a post-meeting summary.

“As companies plan for the future, they’re also managing change,” said Jeff Canter, President of Step 1. “There are so many issues to address during a strategic planning session – from identifying what’s working, to what’s not working, and what needs to change. It can be extremely difficult to meet the goals for the session without bringing in a neutral party to balance the differing views of key stakeholders. Step 1’s strategic planning facilitation provides a valuable service to organizations that understand the importance of conducting constructive planning sessions, and value the objectivity that an outside voice can bring to the equation. This engagement is a natural off-shoot of our management training services, and many clients are benefiting by bringing in Step 1 to help ensure the success of their planning events,” concluded Canter.

“Having a third-party involved in this planning meeting was absolutely critical,” added Hunt. “The meeting was a success. Jeff did a great job facilitating the discussion; he was respectful, encouraged input and listening, and did a great job keeping the group focused and on-task. People felt good about their input being heard, and being actively involved in this important discussion. We are very pleased with our decision to work with Step 1, and I’d absolutely recommend Step 1 to other firms seeking a third-party to work with on strategic planning and management training issues.”

To learn more about Step 1’s Strategic Planning Facilitation Services and to read the Trans Associates Customer Story, visit Step 1’s Web site at [www.step1management.com](http://www.step1management.com), or call 412-216-0842.

### **About Step 1 Management Services**

Step 1 Management Services, LLC is a firm dedicated to providing essential management training and leadership development services. Founded by Jeff Canter, a management professional with more than 25 years of experience across a variety of industries, Step 1 provides an array of management training, leadership development and business coaching services. By applying pragmatic and real-world experience, Step 1’s programs, training

engagements and consulting services help businesses, non-profits and public sector organizations to implement programs designed to cultivate the full potential of the entire management group, from entry-level managers through to senior executives. The cornerstone of Step 1's approach is helping clients to establish management practices that enable both the individual and the organization achieve its full potential. The Step 1 Web site is located at [www.step1management.com](http://www.step1management.com).

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