

YOUR ADVANTAGE KNOWLEDGE TEAM

Eric Flasck

Advantage Performance franchise partner, Eric Flasck, focuses on helping organizations educate, engage and align employees around business and strategic issues. A thought partner to his clients who is also a skilled learning intervention designer, he has helped companies develop their people in North America, Europe, Asia, and South America.

Eric has worked in the management consulting and training field for 10 years. As Managing Director of Root Learning, he designed and implemented change initiatives and interactive learning solutions. He headed the firm's Manufacturing, Technology, Communications, and Utilities practices. He also taught English in Japan for two years and is conversational in basic Japanese. Eric earned a B.A. degree in History from Holy Cross College. He lives in Chicago, IL where he enjoys running and tennis.

Name some organizations with which you've worked.

Hewitt Associates, Toyota, Dow Chemical, Harley Davidson, Motorola, Brazil Telecom, the Hong Kong Government, US Steel, Hewlett-Packard.

How does this experience benefit what you offer clients today?

I'm very strong at figuring out my client's critical business issues and then crafting powerful and engaging learning solutions that support their strategy. Working with so many senior executives in world-class organizations has enabled me to anticipate what issues are most important to them. My experience has also taught me how to effectively facilitate groups so they can link the learning to their business goals.

What's the best thing you do for clients?

I draw from my breadth of experience to bring good insights to the table regarding how organizations change and individuals learn. I can recommend successful strategies I have seen other organizations apply that might work for my client. Above all, I always try to make sure my clients are overwhelmingly happy with the partnering experience.

What delights you about your work?

I find business to be a fascinating subject. The most interesting part of an engagement comes during those first couple of meetings when I can sit with the client and discuss their issues. I also enjoy all the creative energy that goes into developing successful learning solutions. I really have a passion around helping people learn and organizations change.

What are your personal "business words to live by?"

"Start with the end in mind." When I talk with a new client about strategy, there are invariably so many things they want to change, so many areas they want to impact. I try to help them focus on the business outcomes that will really have an impact on their business. When you take the time on the front end to examine what you really want to impact, the rest will fall into place.

If you could make only one thing happen for your clients, what would it be?

Leverage the power of their people. Help them identify the enormous human potential that already exists, and discover ways to leverage the power of their people to achieve business results.

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