

About **The Liautaud Institute** University of Illinois at Chicago

*A use-inspired research institute dedicated to researching and engineering
proven solutions, leveraging our biogenic needs;
creating a happier, more effective workforce*



About Our Founder: Jim Liautaud

“You can tell how good a CEO is by how far the culture goes into the company.” That was Jim Liautaud’s observation. He began researching the best Positive Psychologists, and discovered that the best leaders shared common characteristics. Jim thought to himself, if he could break down each of these characteristics into small learnable sequential steps, just as he did in the manufacturing world (ISO), he could teach these characteristics with the same predictable outcome every time, producing a process directed system to bond groups and create an empowerment culture.

After substantial funding and inspirational leadership from our namesake founder, and by partnering with the most prestigious academic and research institutions, leading scientists, and psychologists; a world renowned research institute was founded.

The Liautaud Institute created SEMCO™ to develop Systemic Empowered Communities. SEMCO is a simple and measurable small group approach that shows an increase in: participant’s bond and social connection to each other, resilience, group synergy and ability to solve issues and make improvements at work and in their personal life.

The SEMCO approach has evidenced success in corporations, fast growing organizations, higher education, healthcare, legal, finance and public service employees at all levels, ethnicity, or gender.

Evidenced results

Results from our Clinical Studies:

- 23% Increase in Emotional Intelligence
- 36% Improvement in Team Synergy
- 26% Increase in Relationship Management Skills
- 39% Superior Salary Increase
- 15% Self Esteem
- More Promotions
- Increased Employee Retention
- Increased Employee Engagement

Why do we do what we do?

People have a biogenic need to group, be empowered and contribute in a meaningful way; and the best environments allow this to happen. This environment leads to the happiest employees, spouses or friends, most innovative solutions, and greatest rewards.



Membership

They want to be an integral part of everything that affects their job or their workplace. They want to be treated as an equal in the system they serve. They want to be a part of something bigger than themselves.



Empowerment

They have a need to be empowered to make any changes in their job or their workplace they believe will work to the betterment of their customers or the system they serve.



Meaning

They want to go home every night, knowing they've made a meaningful contribution. They have a high need to be appreciated for making a difference.

How do we do it?

The Liautaud Institute has engineered processes and proven learnable habits that are steeped in the most effective research and use a methodical approach inspired from the best manufacturing practices to create consistent, repeatable and viral change.

What we do:

The Liautaud Institute's approach starts by creating deeply connected Systemic Empowered Communities of 6-8 people. The learned processes and habits create a culture of membership, empowerment and meaning, breaking down barriers and creating a collaborative environment to create innovative solutions to improve each member's job, company and personal life.

What makes our approach unique and valuable?

- We use evidence-based, measurable and verifiable research methods that are university-backed and supported.
- Small group approach process-driven rather than trainer-dependent, yielding similar outcomes no matter the composite of the group members.
- Clinically-tested emotional intelligence habits will impact every aspect of your life, from your relationships with family, friends and co-workers, to your ability to achieve a promotion, make a career change or receive a pay raise through improved workplace performance.
- Our approach often goes viral spreading a positive contagion that often starts with one group or leadership team, and then quickly spreads to additional groups – as the students become teachers.