



*We know that you cannot execute strategy without people. If you have a management challenge that's creating a roadblock, leaders that need support, teams that aren't working, or that thing that you just can't put your finger on, [contact us](#). We work collaboratively with you to solve your problem in a way that makes sense for your business. That's **Strategy for Real™**. For example:*

Consulting Services

Executive Alignment

- Aligned executive leadership team of multi-unit nonprofit to integrate operations and execute strategy more effectively across the units – having first created the detailed strategic plan at both institutional and operating levels.
- Designed and facilitated strategic conversation (and offsite planning meeting) with (volunteer) Board of Directors of largest local chapter of national charity. Set strategic direction and priorities and identified, then articulated the specific roles of Board and operating teams in executing the priorities. Resulted in aligned Board and operating executives in service of shared mission and vision.
- Worked with new CEO to design and facilitate offsite “retreat” for leadership team of prominent international development firm. Created shared mission and vision and identified critical opportunities and threats while aligning executive team under new leader. Formed foundation to refresh company strategy.

Organizational Transformation & Effectiveness

- Transformed US HR function of global energy equipment manufacturer from siloed, transactional mindset and operations to integrated, strategic team while retaining appropriate balance between ‘local’ and ‘central’ services. Crafted shared vision and strategy to deliver exceptional value for the business from effective human capital management. Redesigned organizational structure, critical processes, and roles, adding new services and capabilities while reducing overall FTE by +20%. Became global model.
- Facilitated HR team offsite to affirm the function’s mission and identify priorities and critical path for success. Coached team leaders to enhance collaboration and reduce tension across teams.
- Designed and executed organizational aspects of transformational strategy for \$5B North American operation, implementing on the fly while also building sustainable process, tools, and capabilities.
- Established first Center of Expertise focused on driving effective organizations. Created and implemented leading edge practices and tools for onsite execution by Fortune 500 manufacturer.
- Codified framework for strategic communication during change for use by project leaders and as a guideline / best practice example for larger or more complex changes

Talent Management:

- Crafted and implemented learning strategy across 5 business units in US and Canada for North American division of top global construction materials company.
- Developed career stage competency model and standardized process for staff performance management and evaluation for prominent North American management consultancy.
- Developed high-performing team (including ability to integrate new members) capable of coaching senior executives and leading functional teams through successive organizational transformations. Successfully executed these changes while navigating cultural and political challenges
- Created and implemented online tool to access and use Lominger competencies in all aspects of talent management across North America.



Operational Excellence

- Drove efficiency and effectiveness for newly-integrated HR and payroll administration shared service group for North America. Redeployed 5 FTEs and instilled *proactive* process management.
- Streamlined core processes for corporate accounting team of rapidly-growing, small, independent financial services firm, cutting time-to-close by 50%.

Fresh Ideas

- Facilitated full-day strategy session focused on how this small, family-owned nonprofit should adapt to the current economy. Assimilated quickly and reframed pertinent issues and choices as a step-wise series of questions to understand possible paths forward. Set the stage for their 2-year business strategy.

Executive Coaching

- Coached senior leader to establish success plan for first 90 days in new role in new organization.
- Worked with senior leader of core business function to set path for transforming her own function while building frameworks for her team to support other functions in managing talent more effectively.
- Advised CEO on various elements of managing new strategic direction and purpose while balancing day-to-day operational challenges. Introduced new processes and approaches for developing value propositions, supporting decisions, and managing the handoffs between product development and ongoing management.
- Coached experienced executive in making shift from full-time executive role to Board Member. Defined new career objectives, established marketing and networking credentials, and created strategy for pursuing new opportunities. Set strategy for success during first 90 days of landing new role.
- Coached new senior leader to move successfully from deputy role in one organization to director role in another (in two different countries). Included strategies for exit, transition, and early success in new role.

Speaking & Workshops

- Delivered keynote address for annual meeting of association executives across the state.
- Developed and delivered The Art of Scenario Thinking workshop for professional association.
- Created and delivered intensive 2-day Strategy Bootcamp for senior executive team of family run investment firm. Provided strategy fundamentals, incorporated real case studies, and applied the concepts to specific strategic challenges they faced.
- Designed and conducted multiple workshops to enhance strategic agility, as part of education program to enhance management skills of nonprofit leaders.
- Developed and led 2-week intensive training program for multibillion-dollar global client as critical lever in launching brand new business entity / division.
- Revamped and delivered comprehensive Leadership Development program for emerging HiPo and HiPro talent for North American division. Became model for other regions of this global organization.
- Developed career development/management curriculum and materials for first- and second-year students of Top-10 ranked business school. Trained key student coaches to execute program.