



A boutique consultancy that employs a multi-dimensional approach in helping organizations and leaders achieve goals.

# CASE STUDY

## STRATEGIC PLANNING

**CLIENT GOAL** Re-establish a strategic planning process for a large integrated healthcare provider that improves execution and engages staff, leaders and physicians in attaining strategic outcomes.

- SOLUTION**
- Facilitated strategic planning sessions
  - Drafted road map for integrating five strategic initiatives into daily operations including weekly executive meetings, operational steering council, and leadership development
  - Conducted senior leader coaching to ensure individuals were best positioned to execute responsibilities
  - Worked with communication team to develop video for employee town hall and conducted mini-employee attitude survey

## ORGANIZATIONAL DEVELOPMENT

**CLIENT GOAL** Lead the development and implementation of a talent management plan for buying department of a large retailer.

- SOLUTION**
- Advised Board in establishing program goals and criteria
  - Developed a position profile and competency matrix that formed basis for selection and training
  - Developed project plan and advised internal HR partner on implementation including development of two year curriculum, interviewing process, and orientation
  - Created collateral for program including program overview and internal FAQs

## EXECUTIVE SEARCH

**CLIENT GOAL** Facilitate the recruitment and selection of the Executive Director for a not-for-profit.

- SOLUTION**
- Worked with Board to re-evaluate job description in alignment with updated strategic goals and capital campaign
  - Developed PR campaign for promotion of position
  - Managed selection and interview process that included key community stakeholders
  - Supported onboarding of new ED

## COMMUNICATION

**CLIENT GOAL** Develop promotional video for a community-based entertainment organization.

- SOLUTION**
- Identified unique positioning for organization's video
  - Developed script
  - Worked with production organization to create video