



*HELPING CLIENTS ACHIEVE THEIR GREATEST POTENTIAL*

## OVERVIEW

Seasoned business and technology executives with proven history and successes in developing and executing transformation strategies and implementing practical, cost-effective, results-focused and sustainable solutions for small, medium and large-scale environments.

## OUR SPECIALTY

Assisting business owners, business leaders, leading companies and government, educational and non-profit institutions with building high performing, collaborative teams and organizations that achieve business goals, deliver exceptional customer service, attain performance targets, optimize human resource investments and reduce business risk.

## OUR DIFFERENTIATORS

- ◆ **Thought Leaders & Transformation Enablers** who leverage experience-rich capabilities, which have helped clients create their desired future state and attain the possible.
- ◆ **Philosophical Aligners & Progress Accelerators** who invest the time to understand businesses and cultures and steer clients toward the most effective decision paths, which have helped clients realize positive business impacts.
- ◆ **Consultants, Coaches & Strategic Advisors** who promote knowledge transfer and client self-sufficiency, which have helped clients learn "how to fish" and become self-sustaining.
- ◆ **Change Catalyzers** who have helped clients navigate through new terrain and effectively move through the 4 phases of change – awareness, commitment, application and transformation.
- ◆ **Realistic and Practical Thinkers, Planners and Executioners** who have helped clients strike the right balance between strategies and tactics and implement practical business solutions that work as advertised.

## OUR AREAS OF EXPERTISE

LEADERSHIP	STRATEGY	PEOPLE / STAFF
C-level/Executive Coaching	Organization/Team Effectiveness Assessments	Team/Individual Coaching
Leadership Capability Assessments	Organization/Team Transformation Plans	Team/Individual Interventions
Leadership Development Workshops	Organization/Team Change Management Plans	Professional Development Workshops
Leadership Development Plans	Demand Management & Fulfillment Strategies	Professional Development Plans
Leadership Selection & On-Boarding	Consulting/Customer Servicing Strategies	Organizational Training Plans
Leadership Succession Planning	Strategic Planning & Working Sessions	Talent Inventories
Interim Leadership	Performance Management & Accountability Plans	Soft Skill Capability Assessment
BEST PRACTICES	TECHNICAL PROFICIENCIES	
SharePoint & Virtualization Consulting	SharePoint (all Microsoft supported versions)	
Automated Workflow Development	InfoPath 2007, 2010	
Business Process Modeling and Analysis	SharePoint Designer, 2007, 2010	
Requirements Elicitation & Analysis	ShareVis 6.x	
Project and Organizational Change Management	SharePoint Training	
Application Lifecycle Management	Office 2010, Visio 2010, MS Project 2010	
Business Intelligence & Performance Dashboards	SharePoint Web Application and Web Part Development	