



# Organizational Design & Strategy Support

## Overview



# OUR APPROACH

*“Culture is built by **everyone** in the organization. We help ensure it’s the culture that’s needed for your **organization’s success.**”*

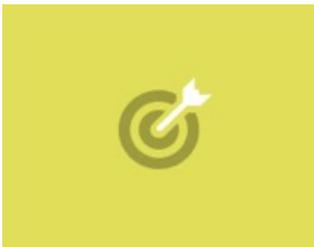
We believe in building cultures that all individuals feel engaged with and accountable for.

We have over a decade of experience advising a diverse blend of clients as they evolve and transform their organizations. While our work often begins with a focus on organizational culture, we’ve found that the topics of leadership, business acumen, interpersonal skills and strategy inevitably enter the conversation as organizations navigate change.

At The Executive Advisory, we take a holistic approach to the needs of our clients. We start by examining the future vision of the organization, assess the current state, and help design and implement a tailored plan that delivers tangible and sustainable results.



We believe **each person has a unique genius** that is linked to their own success and the success of their organization.



We **provide strategic support** by coaching individuals, skill building across all levels, and consulting on organizational strategy with key leaders.



We partner with **individuals, teams, and organizations**, whether this is through an executive leader, HR leader, or key individual contributor.

# 1

## STRATEGY DEVELOPMENT

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### SERVICES

- Strategic Visioning
- Needs Assessment
- Strategic Planning
- Strategic Communication
- Process Improvement
- Project Management Consulting

Without clarity and alignment across the organization, with regard to the path forward, there can be no coordinated effort or long-term success.

Strategy is operationalized differently from one organization to another, but providing clear direction and helping people understand how their day-to-day activities contribute to the bigger picture is a critical aspect of organizational success.

Having a strategy alone is not enough to drive performance. Even the most well-designed business strategy runs the risk of failure if people do not believe it will yield success. Leaders must effectively articulate the strategy and help team members understand how their day-to-day efforts contribute to a culture that brings the strategy to life.

Our team will help facilitate strategic development and support processes that meet the needs and pace of your organization. You may plan in terms of years or in terms of months.

Whatever the pace of your organization, our team provides support in the development of a clear and sound strategic plan. In addition, we can also provide strategic support in a variety of areas such as program management, design and facilitation of development efforts, as well as strategic communications support.

# 2

## CULTURE DEVELOPMENT

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### SERVICES

- High Performance Culture Design
- Change Management Consulting
- Mergers & Acquisitions Transition Planning

Over time, members of your team learn what behaviors yield success; both for them personally and for the organization. Without being consciously aware of it, your team will develop habits and learn to behave in ways that are considered “acceptable.”

The challenge is that we live in a world of constant change. As changes occur, whether in the market or within your organization, it can often be difficult to convince people that the old ways of doing things no longer drive success.

### TOPICS

- Safe & Respectful Workplace Practices
- Diversity, Inclusion & Belonging
- Strategic Collaboration

When leaders take the time to engage their teams in understanding the underlying culture in their organizations, everyone becomes more positioned to proactively shape and manage it. All members will be able to align with and drive behaviors that will help them execute and commit to the strategy.

Our culture assessment and advisory services are focused on helping CEOs and senior leadership teams build alignment across all levels and functions of the organization to drive sustainable performance results.

Our team can help determine the best approach, including reliable data and measurements to quantify aspects of organizational culture that are linked to business performance. We partner with you to tackle the nebulous aspects of organizational performance, oftentimes holding the organization back.

# 3

## SKILL BUILDING & TRAINING

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### SERVICES

- Coaching
- Offsite Facilitation
- Program Development
- Workshop Facilitation

For a strategy to work, everyone needs to be committed to its success. Leaders help to make the strategy real for people and hold them accountable. Managers ensure the dots are connected and efforts are aligned. The individual experts and contributors bring the strategy to life on a day-to-day basis.

To do this effectively, however, individuals must possess the right knowledge, skills, and abilities.

Many organizations assume that their employees are prepared without any development. And many times, it turns out to be a less than accurate assumption. Leaders must have the resources and support they need to guide the organization into the future in an ongoing and intentional way.

### TOPICS

- Executive Leadership
- People Manager Best Practices
- Business Acumen
- Interpersonal Skills
- Team Building

From front-line staff to senior leaders, each organization has unique requirements. Our consulting and coaching services provide customized development experiences, aligned with the organization's culture and strategy, that help ensure all levels of the organization are fully capable of succeeding in their current roles. In addition, that they are developed in ways that prepare them for the future.

As we support our clients, we use measurable, coachable, accountable, and transformational development activities so that leaders are prepared for the most demanding challenges.

# OUR PROCESS – A.D.D.I.S. METHODOLOGY

## **ASSESS**

A tailored assessment process that utilizes surveys, qualitative data collection methods, and facilitated processes with stakeholders to gain a deep and multifaceted understanding of the existing situation.

## **DIALOGUE**

Through a series of purposeful conversations, we seek to provide clarity and alignment around the current state and define desired behaviors to effectively drive performance forward.

## **DESIGN**

A comprehensive plan is developed to build inclusion, momentum, and sustainability of the change effort.

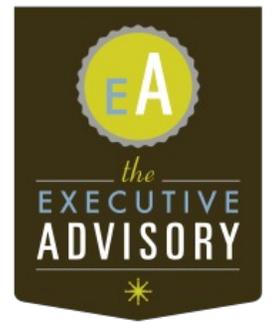
## **IMPLEMENT**

A variety of interventions are designed to drive tangible action, ranging from the organization-wide to individually-specific. Incorporating elements of coaching and skill development help to reinforce the behavior change that is required to sustain performance.

## **SUSTAIN**

Proven reinforcement mechanisms help to ensure that positive cultural drivers and new behaviors are embedded throughout existing systems and processes. Periodic reassessment of cultural health, leadership team alignment, and specific individual behaviors provide opportunities to course correct in order to achieve desired results in a highly dynamic work environment.





## CONTACT US:

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