

Coaching and Leader Development

- Partner with leaders to help them unleash potential.
- Facilitate new leader assimilation process to set them up for success with their team.
- Invited by Tony Petrella, a pioneer in organization development (OD) and founder of an early consultancy with Peter Block and Marvin Weisbord, to help create and offer a learning series for seasoned leaders and OD professionals.
- Designed and facilitated:
 - Leader development initiative in a biotech company experiencing significant growth, tailored to build capability in a role that had significant potential to fuel or inhibit growth.
 - Strategic Thinking leader development series for a financial services firm.
 - Emotional Intelligence development program for a team of financial advisors.
 - Strategic partner development program for an internal staff department in a large academic health system.

Teams

- Assess, design, and facilitate work with new and existing teams to help them improve performance and working relationships i.e., gain clarity on shared purpose, roles and responsibility, processes and procedures, priorities; build trust; deal with and lead change; understand each other's working preferences; understand and manage conflict; craft strategy; reorganize; address cross-team collaboration and conflict, etc.

Meeting and Retreat Facilitation

- Work with leaders to help articulate meeting objective, understand the context and dynamics that can aid or inhibit success, and design and facilitate meetings and retreats that actively and creatively engage people in working collaboratively toward the objective.

Culture

- Consider cultural dynamics and their impact in every engagement i.e., in what way is the culture helping and in what way hindering the performance of the organization or subunit.
- Assessed dynamics impacting employee engagement in an academic health system unit and worked with leadership team to craft and execute a strategy to improve engagement.
- Conducted culture audit to help executive team of a large academic health system understand cultural implications of their merger with a smaller community hospital.

Strategy and Change

- Helped executive teams craft strategy, improve team effectiveness, and engage others.
- Helped drive growth by increasing alignment, dialogue, and commitment on culture and strategy execution.
- Built change management capability in business experiencing significant growth and change and designed and lead leader development program around it.
- Helped organizations come together, after decades of operating separately, to leverage synergies and address the regional/local authority dynamics effectively.
- Aided multi-unit organization position effectively over a period of dramatic growth and change. Worked at enterprise level and nearly every sub-entity consistently for more than ten years. Helped leverage synergies, manage changing dynamics of enterprise and local authority, and achieve greater market strength and economies. Addressed strategy, execution, organization design, and culture issues.