

the **LEADING EDGE** philosophy

vision

Bring the **FUTURE** to Life – We help our clients create a clear and compelling vision for the future and ensure that leaders are aligned, committed and ready to enroll the entire organization. We develop solutions that are credible and create pull for the change.



INSPIRE Deep Commitment – We need buy in from everyone to ensure there is a harmonious working environment. By building a healthy Sponsorship Spine, we apply an intentional process that cascades commitment along the spine through the front line and thereby activating key influencers.



Deliver the **VALUE** – We work with you to develop a realistic transformation plan to implement and absorb change; establish a governance structure to ensure effective, efficient decision making all the while measuring progress.



Build to **SUSTAIN** – We help you modify the enablers – roles, structure, and culture – and adapt systems and technology to support change. Establish feedback loops and response mechanisms to enable solutions to evolve as needed to ensure long lasting results making the process sustainable.



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Help the **INDIVIDUALS** Succeed – organizations don't change – people do. We identify the vital few behaviors that drive the most results and reinforce them with timely, positive and consistent consequences.