



## Evolve

### Organization Assessment Projects

- Conduct one-on-one interviews and employee focus groups to gather feedback and recommendations for improved employee engagement, roles clarification, leadership development practices, organization structure and process improvements; prepare and present detailed summary reports with recommendations to leadership teams from impacted departments
- Develop and facilitate team building sessions with new and established work teams to define vision, values, priorities, roles/responsibilities and guiding principles
- Design and facilitate customized programs on development planning and coaching, change management, and leadership communication skills

### Change Management

- Provided change management consulting services for client's Inside Sales and Account Management Departments as pre-cursor to implementation of a customer relationship management (CRM) system. Activities included:
  - \* Design and analysis of a change readiness survey
  - \* Facilitation of weekly working sessions with directors and managers to plan change management strategy/activities and new performance metrics
  - \* Development of communications plan and materials that managers used to prepare employees for project launch
  - \* Creation of manager checklists for coaching employees through the transition
  - \* Identification of new performance metrics
  - \* Facilitation of a post-mortem session with project stakeholders to assess project outcomes and capture key learnings
- Developed and facilitated sessions on managing transition and building resilience during change at conference of law librarians

### Employee Engagement Projects

- Utilize employee engagement survey results to identify areas to delve into for further insights: conduct focus groups or interviews to solicit input on identified focus areas; compile and summarize results and recommendations into report for leadership, which serves as input for action planning process
- Conduct focus groups to get input from employees on process improvement and training ideas

### Leadership 360 Coaching

- Have conducted over 300 one-on-one 360 feedback coaching and development planning services for different client groups across the globe, focusing on building strengths through targeted development efforts

### Development Planning

- Develop and facilitate development planning workshops for leaders and individual contributors
- Conduct one-on-one development planning coaching sessions focused on leveraging strengths, helping individuals to identify their performance "sweet spot" and develop themselves for success
- Create step-by-step guides to help employees write their individual development plans and assist managers with coaching and monitoring employees' development