

## Organizational Advising

The Jackson Hole Group is often engaged to partner with CEO's or Board's of Directors to advise on significant organizational transformation or executive leadership transitions. This work is confidential and serves to provide an experienced resource to use as an on-going advisor and objective sounding board. This allows the client organization to move quickly through change having the advantage of a key partner who can offer market perspective and quickly identify options to consider.

The nature of the engagement may include:

- Organizational alignment & effectiveness
- Future organizational planning
- Significant organizational transformations
- Organizational and/or leadership assessment
- Operational & management processes review and advising
- Strategic change management
- Integration work on newly acquired organizations or products

Whether the strategy is “from the top down” or a collaborative effort, aligning all the parts of the organization is critical. Can managers articulate the goals to their group? In collaboration with the leadership, JHG can make an objective assessment of the current organization and provide insights into adjustments that will improve focus on your strategic initiatives.

Organizational transformations are about changing structure, management practices or focus of talent to improve results. It is making sure the organization reflects the priorities you have set in your business objectives and that there is a consistency between the business plan and the use of resources.

Successful change requires an action plan. Having stated objectives, a focused game plan and a series of metrics to measure success are all key in accomplishing your stated goals. Effective communication to make sure that the organization is both prepared for the change in concept and then ready for the tactical implementation when it comes. Working together, we'll help you develop a solid action plan so you can increase the odds of your success.

### **Scaling and Restructuring an Organization**

Change is a given – whether that means growing or scaling back the organization. Handled poorly, it can disrupt the culture, disable your middle management and demoralize your employees. Jackson Hole Group can help you focus and direct the change, using the best process with an eye to minimizing disruptions and increasing success.

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