



PLAN • PROCESS • EXECUTE • RESULTS

COMPANY: Leading Residential Construction Company

ISSUE: The CEO became increasingly concerned about the firm's ability to grow and sustain itself; especially with recent changes in the residential marketplace. The CEO was interested in identifying strategies to respond to current marketplace challenges and position the Company to better seize market opportunities when market dynamics improve.

ROLE: Engagement Director

HIGHLIGHTS

- Completed enterprise performance diagnostic, including organization and operations assessment. Process required an analysis of current organization corporate culture, organization structure (and its ability to implement desired culture), corporate leadership skills, operations flow analysis (using LEAN techniques) and identification of needed improvement initiatives.
- Data discovery involved numerous staff interviews, facilitated group sessions, site visits and CEO meetings.
- Gained CEO agreement on improvement initiatives, including corporate culture changes, needed leadership changes, organization realignment and enhanced operational flows. For each initiative SMART goals were established
- Met with CEO regularly to monitor progress made toward goals achievement
- Provide personal coaching to CEO, to improve his effectiveness as the corporate leader.

RESULTS

- According to the Company CEO "I began working with John in August of 2008. From the beginning, I appreciated his direct, results-orientated approach. His ability to see through the fog and respond with clarity is excellent. I would highly recommend John to any organization that is serious about improving their operations."