



## TRAVEL THE HIGH PERFORMANCE ROADMAP TO ARRIVE AT YOUR BUSINESS GOALS

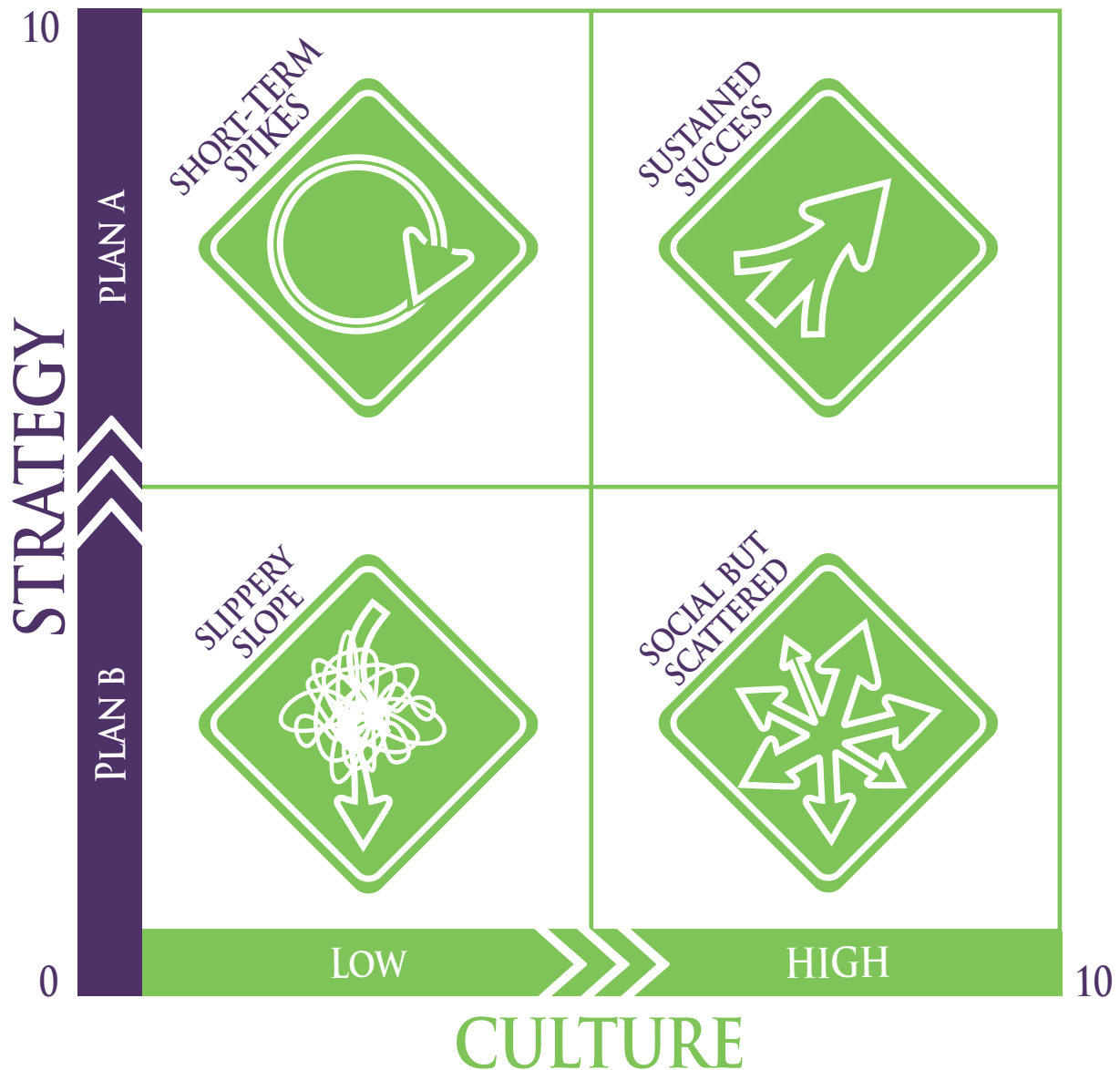
We'll partner with you to develop a customized strategic plan and help you build the culture and leadership skills you need to execute it. We provide the roadmap and the vehicles to reach your destination – 100% implementation.



Using our company assessment, Partners in Change will help you determine where your company is right now in the strategy-culture continuum. You need to know your company's starting point to determine how far you'll travel to reach your goals.

You may be experiencing short-term spikes of growth, or you could have a social but scattered culture. Wherever you're currently operating, we will help you plot the course toward higher achievement, build a competitive advantage and achieve your sustainability and growth goals.

# DEFINING WHO YOU ARE AND WHERE YOU NEED TO GO

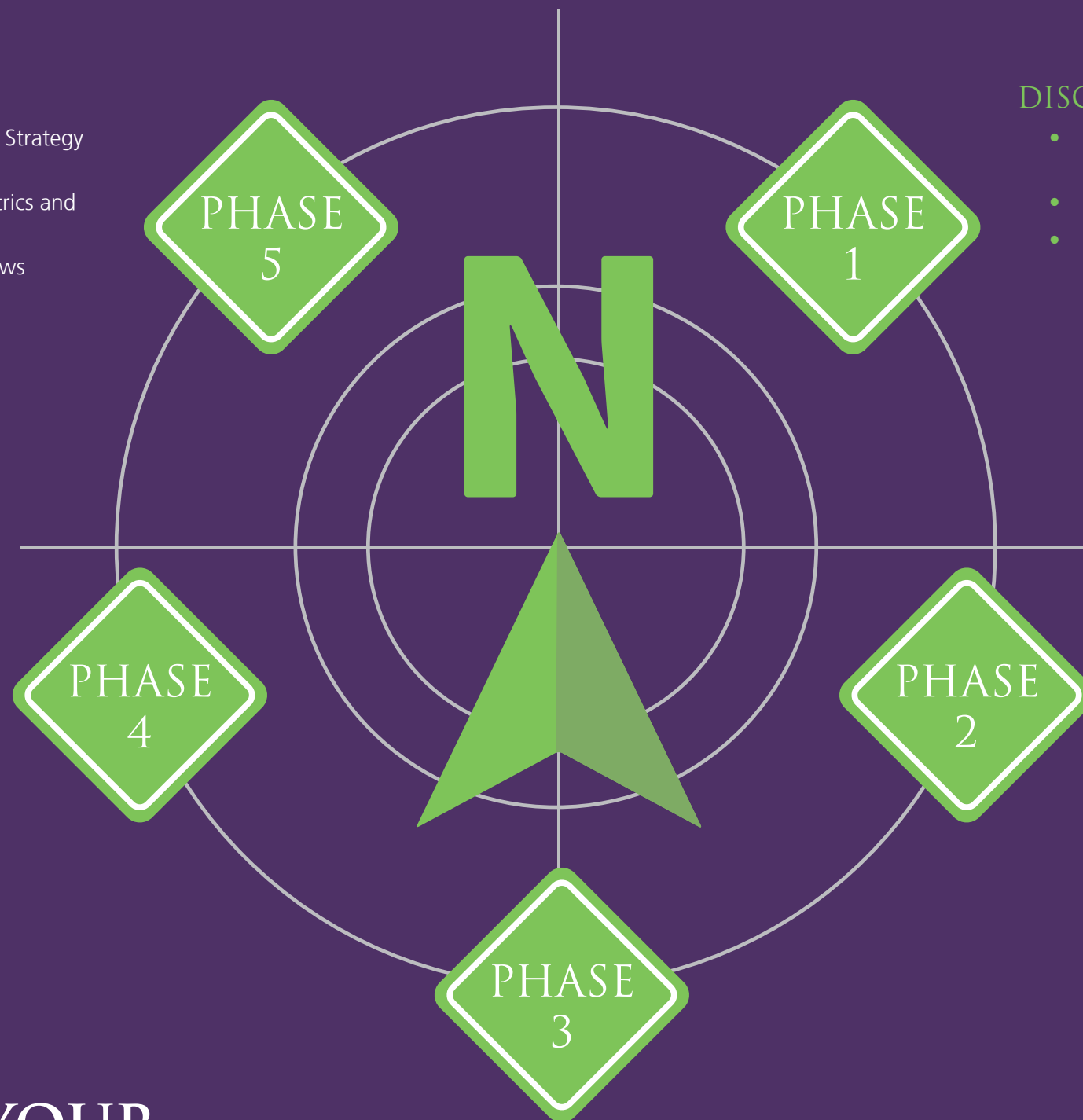


## CHECK-IN

- Leadership and Strategy Coaching
- Formalized Metrics and Reporting
- Quarterly Reviews

## DISCOVERY

- Culture, Strategy and Leadership Assessments
- Strategic Process Audit
- Financial Performance Analysis



## IMPLEMENTATION

- Organizational Structure
- Role Clarity and KPI
- Strategic Scorecard and Communication Plan

## FOUNDATION

- Transformation Plan with Roles Identified
- Social Promise and Leadership Training
- Basic Operational Dashboard

## STRATEGY

- 3-5 year Stakeholder Objectives
- Vision Framework (core values, purpose, vision)
- Strategic Priority Plans

**FOLLOW YOUR  
ROADMAP  
TO SUCCESS**

We create a disciplined roadmap to guide you on the path to continued success. You'll experience a five-phase Roadmap to Success.

**You are not taking this journey alone.  
After each process milestone,  
our team collaborates  
with you to confirm,  
forecast and refine the plan –  
helping you proceed with confidence.**

## THE "HOW" IS JUST AS IMPORTANT AS THE "WHAT"

Less than 15% of organizations track strategic outcomes to actual results. That's how Partners in Change is different from other consultants. We work with you to implement the strategy.

Partners in Change utilizes Transformational Leadership principles to address leadership and culture issues and support implementation.

Our work with clients can range from months to more than a year to ensure you understand not just the "what," but also the "how" of strategic implementation. You can choose how we help you, including:

- Strategic facilitation and plan development
- Leadership training including Transformational Leadership and 5 Dysfunctions of a Team
- Implementation support with coaching quarterly reviews
- Strategic plan updates
- Certified Strategic Planner Training program

A strategic plan is nothing more than a book on a shelf if it's not being executed. That's why our vision is 100% implementation – not just completion of the project.

Complete the assessment below to find your company's starting point for success. Contact us to discuss how we will partner with you to drive strategic and cultural change for your company.

# CHANGE STARTS RIGHT HERE

## STRATEGY AND CULTURE ASSESSMENT

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DON'T  
KNOW

		Y	N	DON'T KNOW
STRATEGY	We have a leadership team (of at least 3) that meets weekly.			
	We have a written vision for where our company is going.			
	We have a clear mission/purpose and core values.			
	We know our strategic advantage (or differentiation) in the marketplace we serve.			
	We have segmented our offerings and markets to understand where we make the most money.			
	We have a 3-year strategic budget.			
	We have identified our top 3 strategic priorities for the next 2 years.			
	We have documented action plans for our key strategic initiatives.			
	We link the strategy throughout the organization.			
	We utilize a "board" quarterly for advice and accountability.			
CULTURE	When we have new ideas or opportunities, we are very good at executing them.			
	We operate with budgets and have stretch goals for all areas of our business.			
	Key employees are held accountable for negative behavior.			
	Our team leaders and managers at every level have a process in place to review their key performance indicators daily or weekly.			
	Employees have the tools and training to resolve conflicts with peers so they don't need to involve leadership.			
	Employee turnover is measured and evaluated.			
	Every employee is compensated according to the measurable ways they contribute to the company's success.			
	Employees have tools and training, and they take ownership to solve business problems so they don't have to involve leadership.			
	We use real-time strategic financial reports that tell us exactly where the company stands. These differ from the monthly reports our CPA/accountant produces.			
	We have a written document that describes how our staff agrees to treat each other.			

We have a passion to work side by side with small- and medium-size companies to improve company cultures and drive bottom-line results. Our team capitalizes on extensive experience and a defined roadmap process to deliver an effective strategic plan for each unique business situation. At Partners in Change, we are strategy in motion, always working hard for your success.

# YOUR PARTNERS IN CHANGE



## DARCY BIEN, PARTNERS IN CHANGE, DIRECTOR

- Joined Partners in Change in 2001, facilitating hundreds of strategic planning processes
- Customized strategic planning process for small- to mid-size companies
- Partnered with Cincinnati USA Regional Chamber of Commerce and Aileron to deliver their strategic programs
- BS from Georgia Institute of Technology and MBA from Harvard University
- Worked at Procter & Gamble, PRTM and Speaking of Women's Health



## KATHY DELAURA, PARTNERS IN CHANGE, MANAGING DIRECTOR

- Founding Director of Partners in Change
- Guided regional nonprofit organizations in strategic planning, board building and fundraising
- Managed community projects: The Pulse Study, Agenda 360, Diverse by Design, and Solutions for Family Homelessness
- Served as executive director for Cincinnati Ballet, Speaking of Women's Health, and Cincinnati VA Research Foundation
- Graduate of Western Illinois University and Leadership Cincinnati Class 32



## JAY MESSNER, TRANSFORMATIONAL LEADERSHIP

- Entrepreneur with 15+ years of experience leading companies
- Unique talent for equipping executives to create positive organizational cultures that drive profitability
- BS from Michigan State University
- Diverse client roster including manufacturing, professional services, technology and construction



## DANIEL MCNEIL, TRANSFORMATIONAL LEADERSHIP

- Known for developing high-performing, multiple-location companies
- Skills in finding and growing talent
- Five-time winner Chrysalis award winner and Tristate Success award winner
- BS from Southern Illinois University
- Founder and former president of Apex Restoration and BKA Restoration of Ohio