

Change Management Consulting

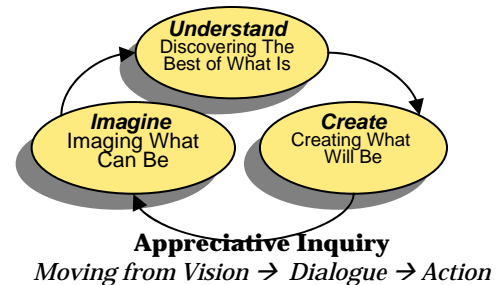
"It always seems impossible until it's done!" Nelson Mandela

The business world is moving more toward a social transformation and stakeholders are increasingly demanding more socially aware management from companies. This shift is causing organizations to change the way in which they work with their stakeholders, shifts in their processes, shifts in the detailed fabric of their beliefs and cultures. All of these changes require the ability to change quickly while still running your business – the ability to 'build a new bridge as you walk on it'.

Lynda's approach to change is unique in that she works at multiple levels in the organization simultaneously. Her change management process addresses change from two perspectives. "Inner" shifts in values, aspirations, and behaviors, and "Outer" shifts in the organization's processes, strategies, systems, and value chain.

She has the ability to lay out complex change management projects in a way that creates visibility to system wide barriers, visibility to your strengths, links process and cultural elements seamlessly, and coaches leaders and teams on a belief and mental model level to instill new stories, passion, and strategies for long-term success.

Strategic Crossroads is skilled in numerous change management methodologies, group process, organizational design, project management, process re-engineering, and value chain optimization. We utilize an Appreciate Inquiry approach in our work.



Change Management Services

Services:

- Conscious Business Cultural Assessment and change plan
- A clear and focused assessment of the highest leverage change opportunities and counter transformational forces to be addressed in your change project
- Change Management Planning for Large Projects
- Coaching for your Change Management Teams
- Assistance in the Implementation of Wide-Scale Cultural Shifts
- Organization's Culture Assessments
- Managing your Change Projects
- Coaching for Leaders and Teams Managing Large Change Projects
- Change Management Training

What are the Benefits to You – Your Organization?

- Success on large-scale projects, balancing the needs of all stakeholders
- An understanding of the ecosystem surrounding your change projects, map of stakeholders
- An understanding of the cultural strength and inhibitors to success
- Create top to bottom alignment to a new strategy
- Assurance that your culture is aligned for and with the change

"The change management approach they used was a critical part of our success in working with our leading-edge customers to make our new business strategy a reality."
VP Solutions, Fortune 50 Company



Strategic Crossroads

Lynda Davis is a Founder of Strategic Crossroads, LLC; a conscious business consulting company with 30 years of experience in helping companies and individuals achieve personal and organizational excellence.

For a free introductory 30 minute coaching session, contact Lynda at : lynda@strategiccrossroads.com 208.384-8573
www.strategiccrossroads.com