



# STRATEGIC ENABLEMENT THROUGH ALIGNMENT & CAPABILITY

## ORGANIZATION DEVELOPMENT + EFFECTIVENESS

Achieving your organization's strategic priorities is tough work and often fraught with numerous barriers to success – both seen and unseen. Whether it is a lack of alignment or capability or an organizational inertia to change, proactive mitigation of these intangibles will go a long way towards determining whether your strategic presentation becomes reality or devolves into shelf-ware.

At Forshay, we specialize in addressing those issues bubbling underneath the surface. Our tribe of Organizational Development and Effectiveness (OD/OE) experts partner with you to “get stuff done” in a practical way that makes sense for your organization. The end result: sustained success due to a clearly defined vision, a motivated and up skilled workforce, and streamlined processes and key performance metrics that promote accountability and transparency.

## WHAT WE DO

### STRATEGIC ALIGNMENT

Sustained performance can only be achieved if your organization's structure and resources are tightly linked to your business strategy. We work with you to maximize the contributions of your people and processes while also ensuring an ongoing ability to weather your ever-changing business climate.

### ORGANIZATIONAL CHANGE MANAGEMENT

Change is difficult and often times hard to embrace. We partner with you throughout the journey to inform, equip and support your team to successfully adopt change and drive organizational success.

### LEADERSHIP AND TEAM DEVELOPMENT

Quality leadership and effective teamwork are essential ingredients to overall business performance. We work with your teams to help them understand their strengths and put them to use, establish trust and incentive systems, and foster a more communicative environment. Moreover, our team of coaches work with your leaders to assess and expand their capability to lead and motivate.

### PROCESS OPTIMIZATION

Simplified, streamlined processes are vital to maximizing the value delivered to your customers. Our process improvement specialists bring an “outside in” perspective to help identify gaps and inefficiencies, determine key accountabilities and reduce cycle time.

### ANALYTICS

Conventional wisdom states, “you can't manage what you can't measure.” We work with your teams to determine those critical performance indicators that will allow you to maintain a finger on the pulse of your organization.



## HOW WE WORK

### PRAGMATISM

While we are well versed in the leading methodologies and industry next practices, we don't try and cram a round peg into a square hole. We are active listeners who strive to deliver solutions that make the most sense for your business and employees. After all, who knows your organization better than you?

### PROVEN LEADERSHIP

Our OD/OE experts bring a depth and breadth of corporate and consulting experience to the table. Chances are, we have worn similar shoes and developed an appreciation for the organizational dynamics that dictate how quickly (or slowly) you can proceed. This empathic perspective allows us to get stuff done at a cadence that jives with your organizational rhythm.

### STEWARDSHIP

We work to "leave things better than when we first came." While this means delivering exceptional solutions that allow you to achieve your strategic priorities and/or address your critical organizational issues, we also see this as partnering with you to build the internal capability required for sustainability once we leave.

## KEY OFFERINGS

### STRATEGIC ALIGNMENT

- Strategic Planning
- Development & Operationalization
- Offsite Design & Facilitation
- Scenario Planning

### ORGANIZATIONAL CHANGE MGMT

- Change Management
- Training Design
- Development & Delivery
- Communication

### LEADERSHIP & TEAM DEVELOPMENT

- Talent Management
- Training Design
- Development & Delivery
- Coaching & Assessment

### PROCESS OPTIMIZATION

- Process Re-Design
- Performance Management

### ANALYTICS

- Strategic Workforce Planning
- HR Analytics
- Key Performance Indicator (KPI) Development

