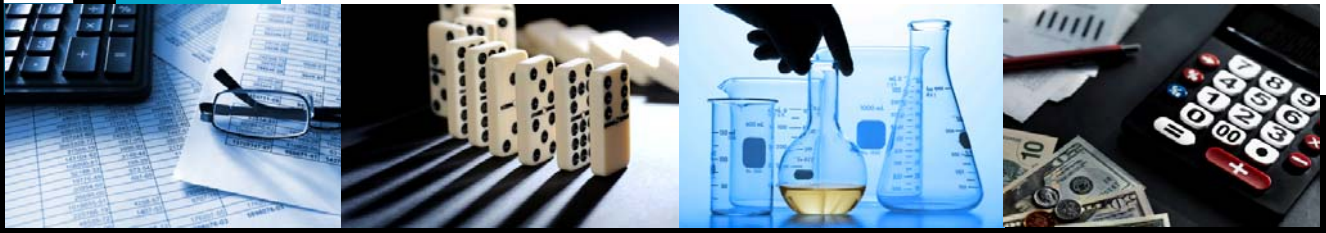


**ASSESS ■ PLAN ■ IMPROVE ■ SAVE**



# Leadership Solutions



**Leadership is more than a position.  
Leadership is a revenue opportunity.**



**U.S. businesses lose \$105 billion a year because of poor managerial and leadership practices.**

**How much money is your company losing due to inefficiencies, attrition and employee disengagement?**



We save you money and help you generate more money through our *Leadership Development, Organizational Structure, Change Orchestration, Team Building and Employee Engagement* offerings.

We succeed because we Assess, Plan, Improve and Save:

#### ASSESS

The best leaders leverage their strengths and improve upon their weaknesses. We conduct comprehensive assessments and use the data to generate the high value solutions. We utilize such tools as DISC Assessments, Leadership Scorecards, Gap Analyses, and Individual and Team Evaluations as well as our own industry and managerial expertise to understand the culture and particular challenges that characterize your organization and issue customized recommendations for making the most of your labor resources. We work with you to determine the areas of greatest need within your organization and set your high level priorities.

#### PLAN

Once the objectives are set, we develop the tactical plans that will drive all decision making efforts to achieve them. Improving your leadership, people and teams may involve communications, delegation or succession planning, while improving your structures may require internal network building, commitment building efforts or responsibility structure development. We create detailed plans to guide you through your growth and development processes in a timely, effective, profitable manner.

#### IMPROVE

Executing and implementing your action plans is more than completing a checklist. Real internal change only results when you garner the commitment to, and ongoing drive for success from your people. We possess extensive experience facilitating key stakeholder meetings, leading conflict resolution efforts, crafting and conducting training sessions, hosting retreats and team building activities, and developing and employing rewards systems that will refine communications, support and drive company growth, increase employee engagement and overall efficiency, and target other critical areas for improvement.

#### SAVE

Your organization will save money and make more money when your leadership is focused, managers are effective and employees are engaged. You will benefit from increased efficiencies, reduced attrition, and improved quality and productivity that will significantly impact your bottom line. We not only help you realize short term improvements but, unlike other consultants, we commit to driving your leadership objectives long afterward. We provide personnel support at the Executive, Mid-level Management and Employee levels to reinforce and redirect your leadership initiatives in the future.

#### About Sea Change

We have over 20 years of business experience, having served as Vice Presidents, CIOs, Practice Directors and Principals of many organizations including Oracle Corporation, Silver Oak Solutions, the U.S. Navy, First Data Corporation and more.

We possess the insight, expertise and drive necessary to achieve tangible results for our clients on the Fortune 100 list, in the non-profit arena and beyond.

Our consultants have positioned executives to successfully address issues arising from rapid expansion, performed complete structural reorganizations in preparation for transitions of top leadership, trained managers to more effectively and efficiently direct their teams, conducted employee roundtables and teambuilding events to aid with recruitment and retention challenges and more.

**Call today for  
more information:  
978.236.1170**

**We deliver sustainable solutions by mobilizing the innovation, gathering the resources, building the structures and developing the individuals required to realize the potential of your people and teams.**