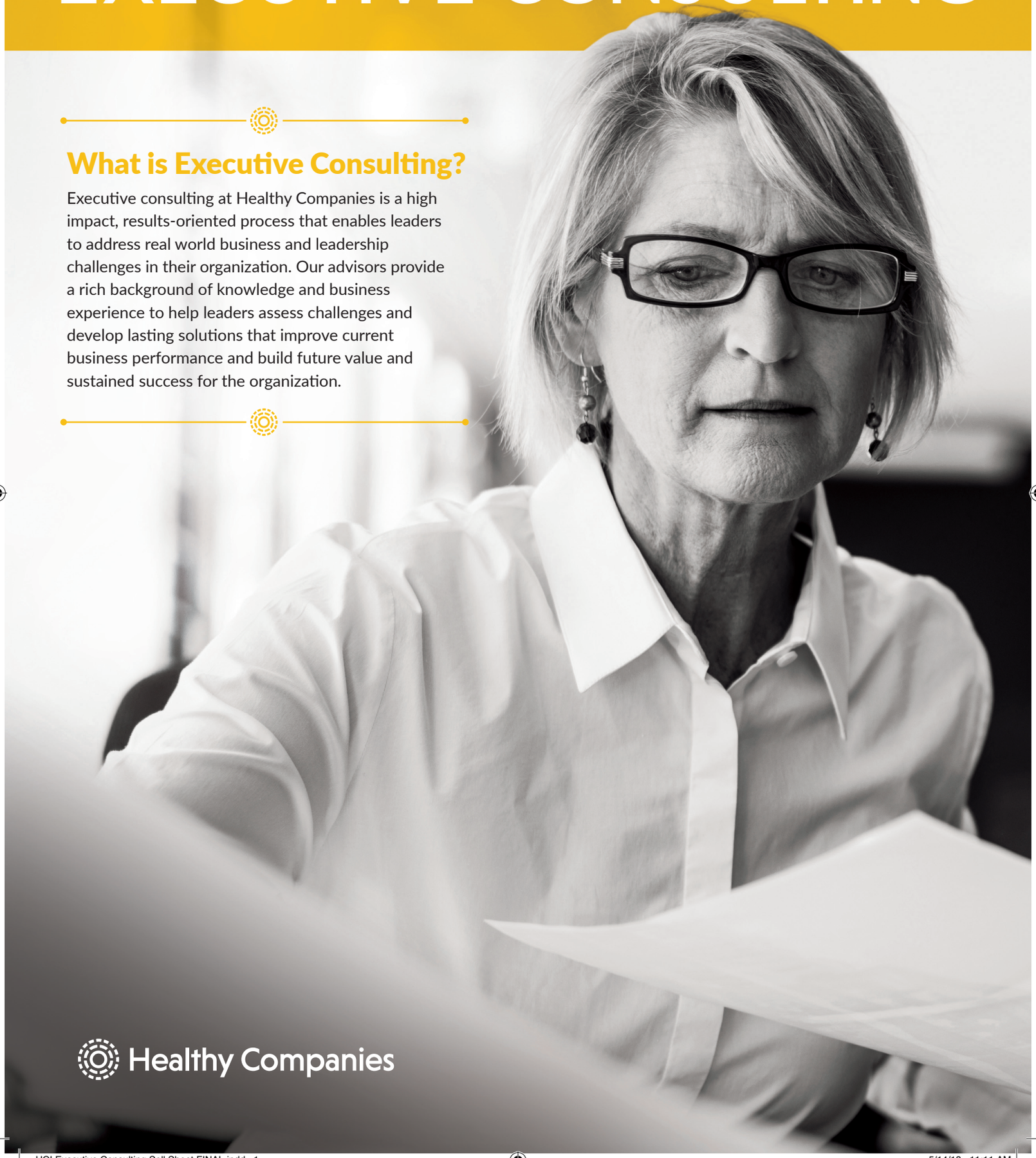
Mastering the Human Side of Organizational Change and Transformation

EXECUTIVE CONSULTING

What is Executive Consulting?

Executive consulting at Healthy Companies is a high impact, results-oriented process that enables leaders to address real world business and leadership challenges in their organization. Our advisors provide a rich background of knowledge and business experience to help leaders assess challenges and develop lasting solutions that improve current business performance and build future value and sustained success for the organization.



Healthy Companies

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Why Executive Consulting?

Executives are increasingly faced with the daunting change going on in the world. This change is driven by six key disruptors: Speed, Impermanence, Competition, Technology, Complexity and Globalization. The result is a world that is changing faster than the ability of organizations to adapt and thrive in the face of these changes.

At the heart of the challenge is leadership: developing and leveraging the capabilities of leaders at all levels to guide their organization through change with confidence and success. In utilizing the resources of our consultants, executives are able to discover and execute new and compelling leadership and culture strategies that increase an organization's alignment, effectiveness, and capabilities as a high performing, adaptive organization.

How Does It Work?

Our executive consulting process begins with a current and future state assessment of the organization against three essential strategies that have to be in place and operating in a highly interactive way:

BUSINESS

- Where are we going?
- What's our strategy to get there?
- How do we differentiate ourselves in the marketplace?

LEADERSHIP

- What leadership capabilities do we need for now and the future?
- What are our current capabilities?
- How do we close the gap, and continually replenish our pipeline of future leaders?

CULTURE

- What kind of culture do we need to project and maximize the long term value of the enterprise?
- What elements do we project?
- What elements do we reduce/eliminate?
- What elements do we add/expand?

This assessment process with senior leaders is the foundation for the development of an action plan to close the gap between the organizations current state and its future desired state. Using this action plan as a road map, our advisors work with leaders to develop and execute specific initiatives to drive organizational performance objectives.

Elements in the process include:

CEO Perspective: Seeing the organization from the seat of the CEO is critical to maximizing the value of the whole organization. Our approach brings this CEO perspective into our work with executive leaders and their teams as they problem solve around key challenges and strategies to realizing the full potential of the organization.

Personalized: Every organization is unique with its own history and set of strengths, shortcomings and challenges that influence how it thrives in today's world. Honoring and leveraging this kaleidoscope of dimensions ensures the work starts with the organization and not a generic approach applied in all situations.

Real-time: Organizations have the distinct paradoxical challenge of evolving for the future, while at the same time, delivering current results. Bringing our perspective and helping leaders to balance the work of change within these two realities is critical for lasting success.

Holistic: The strength of an organization overall is greater than the sum of its parts. Our approach looks at the overall capabilities and individual parts of an organization, as well as how the parts work together as a system. This enables key areas of the organization to thrive separately and as part of the broader enterprise.

Sustainable Organization Performance

- Healthy Companies brings over 30 years of experience, observation and research, based on study of 700+ top leaders and their organizations across a wide range of industries.
- Our Grounded and Conscious organizational leadership model helps leaders understand, leverage and manage the Accelerators and Hijackers that ultimately drive high impact, sustainable performance.
- Our integrated model of the Three Strategies that create high performance organizations:

Business: Where the organization is going and steps to get there

Leadership: The current and future leadership capability required to succeed in achieving the desired business results

Culture: The kind of culture that will best support executing the company's business strategy and how to create that culture

Healthy Companies' executive consulting is committed to partnering with CEOs and senior leaders in ways that lead the company to greater levels of success.

Let's get started—Changing the world one leader at a time starts with you.
Contact us today at healthycompanies.com or +1-703-351-9901.

About Healthy Companies

Healthy Companies International was founded in 1988 by CEO adviser, organizational psychologist, and best selling author Bob Rosen. Its mission is to transform the world's organizations, one leader at a time. Thanks in part to a multiyear grant from the MacArthur Foundation, Bob and his colleagues began to research the characteristics of successful executives and their companies. Since then, the firm has conducted hundreds of in-depth interviews with CEOs in forty-five countries. Healthy Companies works with a wide range of Global 2000 corporations, government and nongovernmental organizations, and selected associations. Clients include New York Life, PricewaterhouseCoopers, Ralph Lauren, Booz Allen, and MedStar Health.

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