

Project Examples

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ORGANIZATIONAL CHANGE

Coordinated efforts on a transformation package for an upstream energy company with facilities located on Alaska's North Slope. The package was based on the Kotter Change Model and continuous improvement methods. This allowed management to understand the reasons for creating a new culture and developed staff capability for the worker levels.

Headed an enterprise-wide change effort for a large Canadian power and water utility in the process upgrading technology. Developed a detailed communication strategy reflecting the messages the client needed to understand regarding the transformation.

STRATEGIC PLANNING

Collaborated with committee and staff to create green building values for the City of Scottsdale. Values document addressed open space, water conservation, waste management, energy efficiency and site selection.

Created four interventions that drove workforce performance through leadership alignment and organizational direction. They helped leadership chart their future and prepared the rest of the organization for new ways of working.

COMMUNICATION STRATEGY

Produced key messages for a consortium whose purpose is to generate sustainable economic development in the state of Arizona.

Established the Communications function in the Information Technology department of a downstream energy company. Produced buy-in for new business processes at the CIO and Director levels.

BUSINESS PROCESS IMPROVEMENT

Assisted an organization to improve new office space in order to achieve LEED Platinum certification.

Evaluated and described new processes designed for Water business functions at an Arizona utility.