



The Howells Group, Inc.

Bringing Business to Life

Organizational Development and Change

At a Glance

- An intentional process of creating, planning for and managing change in small and large organizations

Who Benefits?

- Organizations ready to move to the “next level” of effectiveness
- Strong organizations who have identified focused areas of growth that need attention
- Organizations who are struggling and need effective intervention to succeed

Summary

Many businesses are turning to Organizational Development or “OD” to improve their organization’s efficiency and effectiveness. Our OD Specialists help companies plan for change that is needed in order to move the business forward. We employ a “strengths-based” philosophy, which means we focus on and acknowledge what is working well, while identifying key improvement which need to be made.

Implementing an Organizational Development initiative can keep your organization competitive by fostering movement toward greater strengths. It includes training, performance management, processes improvement, strategic planning, change management, and employee and team development.

Our Approach

When planning a change effort, our consultants build an intentional partnership with executive leadership in your organization. We work in careful collaboration to help you meet your goals.

Our OD practices include the following elements:

1. Data Collection – Discovery Phase

Every session requires a thorough needs assessment. Each group is unique including their history, leadership, team members and level of development. Careful listening and planning helps ensure strong results. Email surveys, phone conferences and background reading of important document helps to ensure this fundamental understanding of your organization and specific needs.

2. Data Analysis – Diagnosis Phase

We complete a statistical and qualitative analysis of the data collected from the Discovery Phase. After a clear understanding of the needs and issues has been established, specific objectives are designed for the company.



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Our Approach, cont.

3. Action Planning – Design Phase

We carefully partner with the client representative(s), usually a decision maker(s), throughout the process. We check in to make certain we are “on track” and aligned as the process evolves, involving the client appropriately throughout the process.

4. Intervention – Delivery Phase

We intervene using a variety of learning tools and group processes with the end goal in mind. This includes leadership development, organizational restructuring, classroom-based training, and by developing a performance management system.

5. Evaluation – ROI (Return on Investment)

We want to make sure you have a return on your investment. By looking at surveys, data trending, and financial ROI, we guarantee the results are desirable.

Client Examples



Located in Baltimore, Maryland – the entrepreneur

of a growing health benefits organization needed assistance to grow a management team and key employees, enabling the founder and leader to move into a more strategic role. Through coaching, a focused strategic planning process,

team and management skill development, this organization hit their 5 year targets in a little over 2 years! (Neil Simons, CEO, Independent Benefit Services)



This transit authority, located in Tacoma, Washington,

identified a need to transform the culture, leadership and ways of operating in order to meet the needs of a growing population and service needs. This is a high involvement process involving multiple levels of the organization, including the Board of Commissioners.



As a global energy company, BP is committed to highly productive and safe working environments. Working with one of the largest refinery operations in the US, we co-facilitated a three month organizational redesign process that resulted in new ways to optimize the organization.

Additional work helped create “High Reliability Organization” capabilities to improve safety and shift culture. This work focused on surveying “HRO” behaviors in 18 refineries around the world.



Working with the Packaging Resource Group, a 5000+ employee division of MeadWestvaco,

we worked with the CEO and Executive Team to develop leaders, strengthen culture and improve performance. After a three-year effort, the CEO reported that earnings grew significantly and planned business targets were achieved. Additionally, the CEO reported that our work to transform mindsets, increase accountability and produce a performance driven culture had made a real contribution to their successes.