STRATEGIZE.
ALIGN.
IMPLEMENT.

PERFORMANCE > HIGH IMPACT
For almost 20 years, the iBossWell team has pursued its mission of guiding organizations to create and implement a focused path, advance their culture, and deliver greater impact.

MISSION IMPACT results from the right balance of strategy, implementation and organizational culture. That’s why our work with clients follows an integrated approach built on three pillars:

> **STRATEGIZE**
Research-driven thinking, clarifying vision and focus, and planning the high-level path forward

> **ALIGN**
Aligning vision, purpose and strategy across people, culture and operations

> **IMPLEMENT**
Establishing the framework for executing the plan, assessing plan progress, and pursuing continuous improvement
Clarity of mission, purpose, and direction begins with an understanding of the operating environment. Organizations must engage in critical thinking and candid discussion to define their long-term goals and essential outcomes, and to identify potential challenges that could obstruct their ability to succeed.

To help our clients achieve this clarity, we offer:

> Strategic Plan Development:
  • Strategic thinking/identification of high-level focus, strategy, goals
  • Identification of performance indicators/outcomes
  • Planning retreats
  • Business modeling/scenario planning

> Creation of Tactical/Operational Plans

> Mission/Vision/Values review and refinement

> Environmental Assessment:
  • Programs & Services (Portfolio) Assessment
  • Stakeholder input, SWOT/PEST Analysis, market/sector research, Core Competencies review

> Mission/Alignment/Implementation:
  • Leaders
  • People & Culture
  • Operations
  • Act
  • Check
  • Improve

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  • Check
  • Improve
Organizations achieve long-term impact when they invest focused effort on strengthening and aligning organizational culture. This includes developing strong leaders and teams, building a high-impact board, and connecting the dots between the day-to-day work and the long-term vision of the organization.

We partner with clients to strengthen and align their organizational culture through:

> Leadership Development:
  • Leadership impact assessment
  • Executive coaching
  • Leading among differences, enhancing communication and performance support skills
> Change management facilitation
> Alignment of strategic & operational plans

> Team and Organization Development:
  • Team and culture assessments/alignment
  • Creation of performance support system aligned with strategic plan goals

> High-Impact Board Programs:
  • Guided assessment of board performance
  • Planning for increasing board impact
  • Board recruitment and diversity
Outcomes and impact can only be achieved through focused execution and by a commitment to continuous improvement. Organizations that regularly assess their plans are more likely to be successful overall, and are also the ones agile enough to quickly respond when changes occur in their environment.

In every client engagement iBossWell positions leaders and staff for long term, successful implementation of their plans. We help clients establish:

> Structured systems for progress assessment, reporting, and quality improvement.

> Policies and procedures for plan execution, oversight and changes.

> Best practices for engaging staff and board in plan assessment and review.

> Systems and processes to align individual performance plans with strategy execution.

> Use of our online system for strategic plan management that simplifies the assessment process and advances results reporting: WePlanWell.com
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The most successful organizations are those with clarity about their strategic direction and a shared vision for mission delivery that is aligned throughout the culture. Achieving that clarity and alignment requires thoughtful decision-making supported by careful assessment and research, wide-ranging strategic discussion, and quite often, the ability to ask tough questions and drive difficult choices. The truth is, many organizations are reluctant or unprepared to tackle these efforts on their own. The good news is they don’t have to.

Whether you’re launching a strategic planning process, or introducing or expanding an organizational development effort for your staff, leadership, or board, you can look to the team of experts at iBossWell. We bring powerful insights and well-honed skills to strengthen leaders and teams, facilitate high impact strategic decision-making, and shape relevant learning experiences.

Let us show you how iBossWell can help your organization achieve clarity, focus, and alignment. Visit our website for more information or contact us to speak to a member of our consulting team.