

“The EverChange Institute provides organizations with the flexibility to do ‘just-in-time’ strategy implementation at the company and department level.”

***Dan Walker,
Former EVP of
Human Resources
Apple Computer***

“Winning organizations in the 21st century will be those with leaders who have the capacity for developing other leaders who can continuously lead change. Pieters and Young nail the concepts and tools required for this leadership challenge.”

***Noel Tichy, Author
“The Leadership
Engine”***

***Professor,
University of
Michigan Business
School***

The Everchange Institute architected the creation of the EverChanging Organization. As organizational change architects, the EverChange Institute provides consulting services focused on businesses' organizational performance issues. Our primary focus is on building successful enterprise-wide initiatives; aligning strategy development through to successful execution at all levels and functions. With a full range of services from organizational audits to organizational execution, the EverChange Institute transforms organizations into EverChanging Organizations. The EverChange Institute provides the missing link between corporate strategy and tactical implementation by aligning Strategic Leadership with Operational Leadership.

The only constant is change

Success in business does not come from feeling comfortable. In today's technology-driven world, business life cycles have accelerated exponentially. The challenge is to keep a step ahead of changing market conditions, new technologies and human resources issues.

Business leaders today accept the fact that change is a way of corporate life. Enlightened managers are learning to embrace and proactively lead change, helping their organizations move beyond self-perpetuating situations. One-by-one companies are learning how to reap the rewards of becoming adaptable, flexible organizations.

At the EverChange Institute, we blueprint strategies to mentor executive leadership to be more change seeking. We leverage change as a competitive weapon by confronting and removing the sometimes complex organization obstacles to growth. We help companies create the organizational systems and processes necessary to secure successful execution in a rapidly changing world.

We help our clients achieve

- Sustainable competitive value where change is used as a competitive weapon
- Just-in-time strategy implementation at the company and department level
- Tacit knowledge used as a source of competitive advantage
- Development of “Best of Breed” leaders
- Highly adaptive, agile and nimble organizations
- Leading innovation through effective teams
- Employee empowerment and engagement
- Systems thinking to successfully advance the Process Managed Enterprise

“In an environment of escalating competitive pressures, the Institute is providing PETCO with enterprise-wide, real-time, ongoing ‘mission critical’ information on the markets, we need that information now. Your organization diagnostic process has allowed PETCO to get valid and reliable information in real-time, informing us of issues, concerns and expectations of our associates.”

***Steve Jensen
Director Performance
& Learning, PETCO
Animal Supplies, Inc.***

“When the rate of change inside an organization is less than the rate of change outside, the end is near.”

***Jack Welch
Former Chairman
and CEO
General Electric***

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How ECI Creates EverChanging Organizations

At the EverChange Institute, we combine our extensive research, industry experience and organizational know-how to help executives implement high-performance processes and organizations. Our approach depends on the client and their goals. This may require us to take basic or more sophisticated approaches depending on the situation.

EverChange Institute professionals look beyond the leader or the task of managing a specific change event to the full range of organizational issues impacting the capacity for change. Utilizing both a short ‘snapshot diagnosis’ and a ‘full diagnosis’ allows the executive to access needed capacity for change, and understand where their organization is today.

The EverChange Institute has gained its expertise through 150 cumulative years of real-world business experience with more than 1,400 organizations around the world.

Real-world Deliverables

The EverChange Institute’s focus is bridging CEO leadership to people and process through:

- Executive mentoring for execution excellence and operational leadership;
- Thought leadership and research on organizational change practices;
- Diagnostic tools for determining an organizations change capacity;
- Consulting for assessing and increasing change capacity;
- Leadership development for transferring change knowledge; and
- Matching talent acquisition strategies to transferring change knowledge.

Bottom Line

The EverChange Institute provides the missing link between corporate strategy and tactical implementation by aligning Strategic Leadership with Operational Leadership. We help you develop a truly agile business skilled at creating, acquiring and transferring knowledge at the individual, team, process and organizational levels.