

What We Offer: WOW!

“The EverChange Group 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. ECG nails the concepts and tools required for this leadership challenge.”

Noel Tichy, Author
“The Leadership Engine”

Professor,
University of
Michigan Business
School

► **How ‘healthy’ is your organization?** ► **How well do you convert strategy into action?** ► **Do you really know what your employees and customers are thinking?**

The ability to move from strategy into action, building the ‘execution machine’, is what separates you from the pack. A recent Booz Allen survey diagnosing the health of today’s corporate organizations found that the majority of companies are unhealthy. Companies find it difficult to convert strategy into action. The most common impediment to execution is a “passive aggressive” organization in which the employees say all the right things but do not act on any of them.

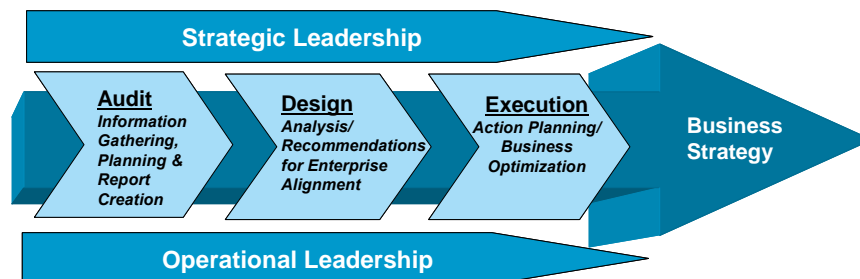
We at the EverChange Group have figured out HOW to capture people’s perceptions that can transform your business. The EverChange Group is not your typical consulting firm that ‘glazes’ you over with models and processes. We provide powerful tools that allow you to capture what your employees, customers and partners believe are your strengths and weaknesses focused on 8 irrefutable performance dimensions that encapsulate your company’s heart and soul.

The EverChange Group accomplishes this through three critical steps:

Organizational Audit: The EverChange Group’s world-class e-survey tools help organizations identify strengths and opportunities through the eyes of employees, customers and partners. This audit capability crosses eight ‘*performance dimensions*’ which ties to a systems-view of the company or division. The audit results and reports are available for immediate action in a meaningful and profound way to your management at all levels.

Organizational Design: Based on the organizational audit, the EverChange Group provides the tools and steps to identify critical areas impacting strategic and operational results, affecting customers and the bottom line. With a laser focus, we help organizations create priorities around key initiatives, identify where actions can be taken to better align strategic vision and operational goals resulting in improved business performance.

Organizational Execution: The EverChange Group provides tools and executive coaching to support the execution phase. Utilizing this e-survey tool, organizations can monitor progress over time and see the big picture of the company’s’ health and growth.



ECG Process

“Young in his book made an important contribution by making a compelling argument for continuous change... and providing an excellent framework for answering this question about your own organization as well as the tools for developing this essential capability.”

***Michael Beer,
Cahners-Rabb***

***Professor of
Business Admin,
Harvard
Business School***

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Prepare Yourself for the Results

The information obtained through the Assessment is so compelling and substantial, you quickly realize you can't get these results anywhere else. You begin to understand barriers to execution and what you need to do. We have learned through our research that If your people are not behind you, you can kiss your strategy good bye. By focusing on the top execution priorities, your organization maximizes its return on investment.

EverChange Group offers a high performance Ferrari - we pull it up to your front door and take you on a ride like you've never experienced before. We promise. We make it affordable, realistic and achievable. You are in the driver's seat and through this transformation process you control the direction and outcome based on your results.

Where to Utilize the ECG Approach

- Enrich new innovation platforms for products and services.
- Mergers and Acquisitions to understand and leverage the comparative strengths and weaknesses of each organization during a post-merger integration.
- Restructurings to build employee engagement and maintain organizational focus.
- Quickly build organizational knowledge and engagement for new leaders.

ECG provides an audit tool built on a powerful e-survey platform that:

- Collects information from employees, customers and partners to help you better understand the business and implement necessary changes for improvement.
- Allows management to bridge the gap between survey results and action plans by providing instantaneous, concise and useable information to meet specific needs.
- Prioritizes where to put your energy and where you need to focus on change.
- Successfully engages employees at all levels of the organization and execute a sustainable organizational and employee development approach.
- Monitors progress over time (e.g., performance trending), take corrective action and see the big picture of the organization's health and growth.

Take a Test Drive

Why don't you join other companies such as: McDonald's, Allied Waste, Petco, and Sharp Healthcare who are making great strides in transforming their businesses. Our clients are absolutely WOWed! by these tools. We will give you a 45-minute test drive with our demo. It will be the best 45 minutes you can spend to understand a crucial key to unlocking the potential for business transformation and execution.

Bottom Line

The EverChange Group provides the missing link between corporate strategy and tactical implementation by specializing in corporate perceptions and business transformation. We help you develop a truly agile business skilled at achieving performance results through deliberate execution.