



Introducing Posey Associates Organization Transformation. Sustained Results.

Posey Associates is a professional consulting firm that specializes in helping companies develop the organizational competencies needed to succeed in today's highly competitive and evolving marketplace. We do this by using a proven, proprietary and powerful process that combines strategy clarification and leadership transformation to deliver sustained results. Our unique approach enables companies to become more agile, respond faster to customers and stay ahead of the competition. Our consulting services include organizational transformation, talent management, performance management, organization design, development and training and labor relations.

TOM POSEY, PRINCIPAL

Tom is the founder of Posey Associates, LLC a professional consulting firm providing experienced counsel to clients on Strategy and Alignment, Leadership Transformation, Executive and Team Coaching, and Scenarios.

Tom has 20+ years of business experience with Fortune 500 companies, including Anheuser-Busch, BellSouth, American Standard-Trane and Miller Brewing. He has held numerous leadership positions as a CHRO, SVP Organizational Capability, VP Business Process Management, VP HR, and an internal consultant.

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WHY POSEY ASSOCIATES

Expertise & Demonstrated Results

It's having twenty+ years of senior-level experience in Fortune 500 companies, and driving demonstrable results. It is the critical ability to facilitate the strategic dialogue with your team, clarify your strategy, align, and then help them tactically make it work for you. It's delivery and results.

Unique, Two-Phased Process

It's a focus on building capability, drive and commitment into your company and your people. Not to mention cost effectiveness. It's also strategy-focused thinking and the proven ability to help your organization see patterns, connections, and actionable paths, that otherwise you may not see. And may not act upon.

Customized Approach

It's the difference between work that is more like 'off the rack' and work that is specifically customized for your company. It's a friend of the business that knows you, your business, your team and your unique needs.

Foundation for the Future

It's the ability to facilitate focused, simple, powerful, and elegant solutions.

CONSULTING SERVICES

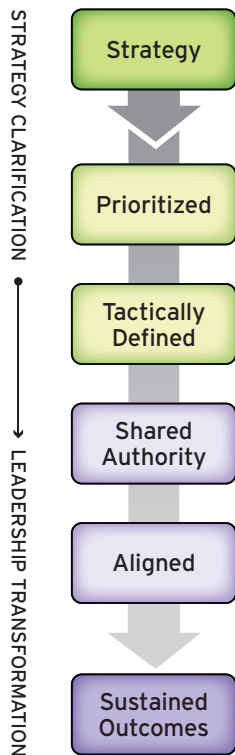
Posey Associates provides a wide range of consulting services that are practically focused on outcomes:

- Organizational Transformation
- Talent Management
- Performance Management
- Organization Design
- Development & Training
- Labor Relations

SPEAKING ENGAGEMENTS

Tom Posey is available to present his extensive knowledge and expertise. Topics include:

- Going Slow to Go Fast
- Junctures, Strategy & Leadership Coaching Teams
- Change Management & Change Leadership
- Hiring C-Level Executives



THE POSEY PROCESS

Strategy Clarification

Here we get clear on the ‘agreed to’ strategy, get the big picture, broadly look at choices, challenges, opportunities and clearly understand ‘where we are going.’ We get a better view of your organizational capabilities, new structure needs and skill gaps. After getting clear on ‘where we are going,’ the remaining two steps in Strategy Clarification involve: **Prioritized**—the team works through a facilitated process making priority-based decisions about the ‘agreed to’ strategy. **Tactically defined**—the team then defines the day-to-day work needed in each division, department, and team.

Leadership Transformation

In this part of the process, we analyze and better understand your company’s capabilities in responding to internal and external markets. We develop a textured view of your team members and team dynamics. We experiment with a more inclusive leadership orientation and we structure physically and mentally for alignment.

Your team and key individuals move past a self-centered focus and begin collaborating; creating new combinations, new solutions and producing outstanding results with others. Your team learns to truly go beyond themselves.

We can work with your in-house team or work independently in modifying or designing a performance management system that codifies and reinforces aligned behavior.

We help you build in capabilities to be change agile, highly adaptable to customer needs and to quickly cycle through the model.

In addition to the six key steps depicted in the adjacent graphic, the Posey Process also includes the following two steps: Executive and Team Coaching and Scenarios.

Executive and Team Coaching

Coaching is an essential tool in accomplishing real change and effectiveness and happens continually throughout the Posey process, at every stage, with teams, one-on-one, and at every juncture where teams and individuals interact.

Coaching allows your organization to view the effectiveness of its actions, revise and subsequently create new plans and through the voice of your own people begin to migrate to a new and different performance culture.

As we consult and coach individuals and teams, we are very attentive to developing the organization’s internal capability for coaching; allowing for critical skills to sustain within the firm long after we are gone

We use a series of individual assessment tools and discussions to focus on the specific behaviors that the leader chooses to either change or build into their own management inventory. Coaching also allows your leaders to ‘action-learn’ new behaviors and receive careful, targeted evaluation of their performance. They receive first-hand evidence on the consequences of their actions; both intentional and unintentional. For C-suite executives, the value of this coaching and the impact on the organization is only magnified.

Scenarios

Future focused, scenarios use the knowledge of your teams to create ‘worlds’ that inform on potential challenges and solutions for your business. With scenarios, you get to see your multiple futures.

Once you have seen your multiple futures, you can’t help acting differently in your present.

If you decide scenarios are for you, and after evaluating decide to proceed, we can deliver a well developed, structured scenario process for you and your team.

“Tom Posey, Posey Associates, LLC has the unique ability to help clients combine big picture strategy with real tactical outcomes and transform their companies.

There is a great need for Tom’s skills in business, especially right now. Tom listens to his clients, understands current cultures, and hears the strategic solutions needed for bottom line results. He then translates that into organized tactical plans to achieve the desired transformation.

In my thirty plus years of business experience, running businesses and consulting, I have not experienced anyone with his abilities. I am continually recommending him to my clients.”

— Genia Blanchard
CEO, Strategic Positioning, Inc.

