



# BRIGHT TREE

CONSULTING GROUP, LLC

*Partners in Performance*

## *Sample Consulting Engagements*

### Organization Development/Process Improvement

- Facilitated executive strategy session for a \$90M privately held global company where critical objectives were identified. Created organization alignment through the implementation of accountability systems. Assisted with communication and implementation processes.
- Formulated and implemented a strategy to support the management integration of a \$400M acquisition company into a \$600M acquirer. Developed plans, facilitated integration meetings and evaluated all of the candidates for key positions in the operations organization. All recommendations were accepted and implemented.
- Designed and implemented competency models for selected high leverage operations and go-to-market positions for a \$250M manufacturer. Created an individual development process focused against performance objectives and the required competencies for critical positions. Installed a succession planning process to guide the internal selection of management.
- Designed and implemented a revised organization structure to facilitate a shift in focus for a non-profit organization. Revised vision, values and strategic objectives, realigned performance objectives, redefined leadership roles and developed an internal and external communication plan.
- Introduced and launched “Work-Out” with a \$300M manufacturing client to improve operations company-wide. Trained and mentored facilitators to lead cross-functional groups to achieve specific, predetermined and measurable outcomes.
- Developed and launched a leadership and management development program for a manufacturing client. Created a competency based delivery model supported by individual development and group training modules.
- Implemented “Work-Out” within the finance department of a \$600M global manufacturer to streamline processes, improve output and increase employee engagement.
- Evaluated the performance assessment and development planning processes for a 90 person finance function in a \$3B utility. Implemented a new model that linked development planning to performance and trained leaders in the effective use of the model to drive results.

## Performance Management

- Designed and implemented a targeted performance management system for a \$250M family owned manufacturing business to align the strategy and operating plans to the accountabilities and individual objectives of employees throughout the organization. Created individual development and succession planning processes and tools to ensure the workforce possessed the required skills to achieve strategic and operating objectives.
- Analyzed and recommended changes to the performance management process for a \$550M medical services provider to increase employee and management retention and engagement. Revised, updated and created a template for the job descriptions for all of the management positions.
- Created strategic vision and mission documents for a \$1.5B global market leading manufacturer and facilitated an offsite retreat for the top 25 executives to ensure alignment.

## Compensation

- Analyzed the competitiveness of the compensation plans for a \$400M consumer products company and Implemented changes to the grading structure, merit pay scheme, and internal/external benchmarking and evaluation processes. Introduced a complete toolkit for effective going-forward management of all aspects of compensation management.
- Completed an in-depth assessment of the responsibilities, job descriptions, rates of pay, and incentive plans for the entire sales force for an industry leading manufacturing company. Conducted interviews with incumbents, updated job descriptions and career ladders. Completed a competitive analysis of total compensation and completely redesigned the sales incentive plans for four business units in line with company objectives. Presented findings to the executive group and created plan documents and communication materials (including conducting many of the roll-out meetings).
- Developed and implemented an executive and management incentive plan for a \$250M family owned manufacturing business, designed to support the attainment of the strategic operating objectives.
- Completed an analysis of the competitiveness of the salaried incentive plan for a \$1.5B global market leading manufacturer in 2005, 2006, and 2007. Created a modified incentive plan for all salaried employees and the executive team. Presented recommendations to the compensation committee of the Board of Directors and implemented the plan.
- Revised and updated the compensation plans for a \$450M consumer products company. Implemented changes to the grading structure for all salaried, office and production employees. Introduced a complete toolkit for effective going-forward management of all aspects of compensation management.