



BRIGHT TREE

CONSULTING GROUP, LLC

Partners in Performance

Sample Engagements

Organization Development

- 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.
- 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.