ORGANIZATIONAL CONSULTING & COACHING
with Eve Willson

Barefoot Coaching & Consulting
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Strategic Planning

A successful strategic planning process helps an organization position itself to successfully meet the challenges and opportunities that continually emerge in a radically changing environment. The planning process I use involves visioning the desired future of the organization, clarifying the organization's mission and goals in support of the desired future, targeting spending to support the identified goals, making the necessary programmatic and other operational changes, and aligning staff with the strategic vision. My approach is collaborative and encourages the involvement of all levels of organizational stakeholders.

I can assist you in all areas of strategic planning. I will work collaboratively with your organization using a *strengths-based approach* to:

- Envision the desired future of the organization
- Anticipate future challenges and opportunities
- Clarify organizational mission and goals
- Assess organizational strengths that can be built upon to co-create the desired future
- Identify necessary organizational changes to support the mission and goals
- Develop the strategic plan document - a practical and useful tool that will provide guidance in meeting the organization's strategic goals.
- Develop an operational plan that includes tasks for meeting the strategic goals. The operational plan has built-in accountability structures to assure sustainability
- Align all levels of staff and other stakeholders with the strategic direction of the organization

Process Improvement

Many organizational performance problems stem from process issues rather than human performance issues. I offer a simple and measurable approach to assessing and improving organizational processes. I work collaboratively with organizational change teams to support and coach the change project team members. Depending on your specific concerns, I support your organization, drawing from the following methods for process improvement:

- Data reviews/analysis
- Interviews with staff, clients and others
- Walk-throughs
- Process mapping
- Rapid cycle testing or PDSA (Plan-Do-Study-Act)
- Using data to measure change
- Sustainability planning

I provide a detailed written report to describe each change project and its results.

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Facilitation

As a facilitator, I help groups get results! I collaborate with organizations and groups to design meetings and other sessions using interactive and creative techniques and methods. I support groups so they can see clearly where they want to go and know how to get there. By participating as an active collaborator, I use my process expertise and experience to serve as a *catalyst* for change. I hold space to allow individuals to tap into their own creativity and into the collective wisdom of the group to come up with creative and innovative solutions. My sessions are fun and engaging. Drawing from a broad range of proven facilitation techniques and methods, I collaborate with you to get tangible results and an action plan.

HR Management and Development

I provide consultation in many areas of human resource management and development. In addition, I offer workshops and training for all levels of the organization on a wide range of other topics, customized to meet your needs.

Coaching

As a certified professional coach, I offer a range of coaching options to organizations and teams. Individual coaching provides support to individual staff members who need a positive and focused approach to personal growth and performance. Group coaching is an option for teams who need support and accountability structures for outstanding results and to maximize effectiveness.

**I would be delighted to speak with you further about my services
for your organization. Visit my website at www.EveWillson.com
to learn more about Barefoot Coaching and Consulting
or contact me by phone or e-mail.**

THANK YOU!