

# ROSE GROUP INT'L

# TRANSITIONS

2018

**“RGI’S CHANGE MODEL ISN’T A THEORY ABOUT CHANGE - IT IS AN EXPLANATION ABOUT REALITY.”**

- KRISTIN SNOWDEN, WIPFLI

RGI's signature work revolves around guiding change and is found in Headley & Manke's book *iX Leadership: Create High-Five Cultures and Guide Transformation*. Used to develop exceptional teams, overcome unspoken conversations, and build excitement around change, RGI has supported leaders and teams in organizations large and small.

## NEED

An environment of change creates opportunities to develop high-performing teams. However, transitions often come layered atop of already stressful circumstances and are seen as yet another challenge to overcome, resist, or suffer through. RGI provides skills and tools to refocus energy on achieving shared goals, having each other's backs, and moving forward together.

## CLIENT OUTCOMES

**“There’s no question about whether their change program will work in your organization. Working with Rachel provided me tremendous insight into the dynamics of my department and my office, as we undergo consolidation with recently merged in firms, and perhaps more importantly, about myself in this process.”**

– Ops Manager

- Netball America; Dana Point, CA; August 2018-ongoing
  - Designed and led Executive Retreat. Goal: Create high-five culture within leadership team.
  - Focused on Unspoken Conversations and root-cause analysis of poor team dynamics.
  - Met with individual Executives during retreat and integrated their feedback into our over suggested actions.
  - Moderated discussions around long-held disagreements and created a move-forward-together strategy.
  - Warned CEO of probable future personnel actions (resignations) which occurred 2 months later.
  - Support of the CEO and Executive Team ongoing.



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**"You must hire Rose Group Int'l - their advice and guidance is world class and all the feedback they gave me has come fruition."**

– Sonya Ottaway, CEO, Netball America

- Oatey Company; Cleveland, OH; February 2018-ongoing
  - Effectively bridge executive and plant leadership.
  - Established the "how" to create buy-in of newly implemented processes/projects through Culture Typing and KCTM-based communication strategies.
  - Provided skills to resolve conflicts between team members, departments.
  - Leaders also received training on how to structure proactive conversations to ensure continuity of cultural development.
- Keystone Chamber of Commerce; Keystone, SD; March 2018
  - Designed and led Executive Retreat. Goal: Create a high-five culture within leadership team.
  - Focused on Unspoken Conversations and root-cause analysis of poor team dynamics, which is leading to low morale and an inability to execute effectively.
  - Moderated discussions around long-held disagreements and created a move-forward-together strategy.
  - Resolved conflicts, which allowed them to create a success strategy for the fiscal year.
  - Six months after the retreat, the Executive Board reports continued cooperation and high morale.
- NOAA National Center for Environmental Information; Asheville, NC; 2017
  - Sub to GST, Inc.
  - Performed rapid assessment.
  - Interviewed staff in several departments to propose solutions to long running challenges around the relationships between NOAA NCEI staff and the user community.
- SD Department of Transportation; Pierre, SD; 2017
  - Performed rapid assessment.
  - Interviewed staff and teams to develop solutions around on time project delivery, dysfunctional teams, productivity, department infighting, and low morale.