

ORGANIZATIONAL DEVELOPMENT

Reframing Organizations

ORGANIZATIONAL ASSESSMENT

We help leaders better understand the present state of their organization to choose areas that can improve organizational performance.

STRATEGIC PLANNING

We facilitate several strategy approaches to reframe and rescript organizations, exploit competitive advantage and create customer loyalty. Two of these are Competitive Strategy (Porter, Harvard) and The Delta Model (Hax, MIT).

SCENARIO PLANNING

Organizations undergoing change benefit from understanding future risks and opportunities involved in specific strategic issues. JLG will help your organization clearly define identify and define the driving forces and uncertainties for future planning.

ORGANIZATIONAL REFRAMING

Determining your organization's gaps between what is and what ought to be is imperative in order to align leadership, strategy and organizational processes to meet competitive, technological and performance expectations.

MEASUREMENT & EVALUATION

Quantitative and qualitative research provides the data to help your leaders better understand the issues they face. We are skilled in process, impact and outcome mapping evaluation, including data collection via survey, interview, focus group, observation, ethnographic research and narrative assessment.

JAMES LEADERSHIP GROUP

Our work is Information-driven and Execution-oriented

The James Leadership Group (JLG) is a consulting practice that provides innovative solutions based on research and analysis to address challenges in:

- *Health & Social Services*
- *Education*
- *Leadership*
- *Governance*

Our services yield continuous learning, high performance and improvement:

- *Strategic planning*
- *Training*
- *Coaching*
- *People*
- *Systems*

JLG's consultants are experienced across a broad range of organizations. We are able to deliver a high level of performance to our clients that are focused on their specific needs.

LEADERSHIP DEVELOPMENT

Reimagining Leadership

LEADERSHIP ASSESSMENT

Validated assessment tools help appraise your leadership and provide insights to move individuals/teams toward high organizational performance.

EXECUTIVE COACHING

We work one-on-one with your leaders to build leadership capacity within your organization. The coaching process helps leaders identify and address critical leadership skills in an appreciative and supportive manner for enhanced performance.

ADULT LEARNING

JLG designs and develops educational training courses built around leadership competencies and strategy execution. Our knowledge of adult learning theories and methods helps accelerate learning and skills transfer.

BUILDING TEAMS

Our tailored approach to team development helps align people with your organizational structures and strategies. We help build shared understanding within functional and cross-boundary teams.

MANAGING TEAMS

Teams are essential to high performing organizations. We help leaders better understand how to manage their teams as a strategic organization. How internal group dynamics influence team performance and enhance team collaboration. We help build group leadership in organizations.

Our Approach

We are Organizational Development (OD) specialist, interdisciplinary trained consultants. Our success is based on integrating an in-depth understanding of our client environments with best in class improvement methods utilizing the principles/values:

- **Leader Led.** Leadership must be fully engaged in any OD effort and their behavior must reflect their commitment (strategy, structure, culture/ systems) in order for it to be successful
- **Purposeful.** Articulation of the purpose of the OD effort is critical to realizing its success (defines what will be different as a result)
- **Whole System Process.** Engage a critical mass and promote system-wide thinking
- **Ownership Comes from Involvement.** People will help support what they help create
- **Knowledge Transfer to the Organization.** We work with key individuals to ensure that knowledge is transferred to the organization. This positions the organization for success after we leave.

PARTICIPATORY DECISION-MAKING

We facilitate group interactions (small and large) around shared intentions and alignment. Using “Whole-Scale Change” approach, our facilitation processes help converge and diverge your people’s thinking to combine multiple realities, explore possibilities, and support system-wide decisions.

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Reimagining Leadership, Reframing Organizations

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