



ABOUT ORGANIZATIONAL BEHAVIOR STRATEGIES

We typically work with organizations that are implementing major change initiatives (“culture change,” process improvement, new technology or other new programs) and those that believe they are not getting the best possible results from their leaders and/or their employees.

CONSULTING

These organizations often seek consulting assistance in:

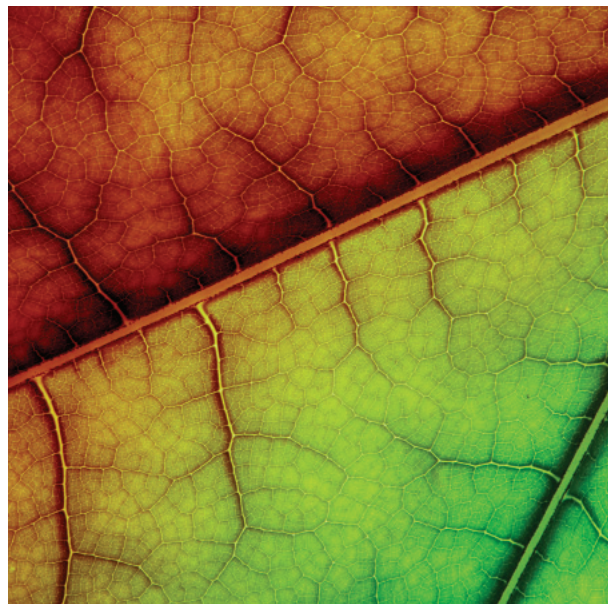
- + Aligning senior leadership teams
- + Managing and creating commitment to change
- + Increasing employee engagement
- + Communicating effectively
- + Getting better results through people
- + Improving project team effectiveness

TYPES OF ENGAGEMENTS

OB Strategies structures its consulting engagements to meet your needs and budget. We can:

- + Assess your organization’s situation and make recommendations for improvement
- + Partner with you in implementing recommendations
- + Shadow your professionals as they implement recommendations
- + Teach your professionals how to consult internally
- + Customize engagements to meet your specialized needs

As necessary, we can augment our consulting services with *training* and *coaching* on the individual, team, or organizational level.



WHY USE ORGANIZATIONAL BEHAVIOR STRATEGIES?

Three solid reasons to use OB Strategies for your consulting needs:

- + Consulting approach grounded in organizational psychology
- + Deep experience helping organizations achieve better results by focusing on individual and group behaviors
- + Ability to provide *coaching* and *training* to support the consulting engagement



OUR APPROACH

Our consulting approach is collaborative, and starts with an exploration of your *business needs* and *desired outcomes*. This helps us ensure that the consulting engagement is properly designed from the start.

Additionally:

- + Our process is holistic and root-caused based; i.e., we always seek to understand the organizational dynamics and the underlying reasons for the current situation, so that we can match approaches and solutions to real causes
- + We take a practical approach that results in recommendations that are achievable in your current culture
- + We are able to formulate and present recommendations in a way that allows you to hear the information and act upon it
- + We position ourselves as partners to your professionals rather than the sole experts or competitors
- + We strive to transfer knowledge so you do not remain dependent on us

ABOUT MARY FEDERICO

Mary Federico is a seasoned consultant/coach/trainer with 17 years' experience helping clients use organizational behavior principles and techniques to get better business results. She is comfortable working at all levels, from the C-suite to the front line, and across different industries and cultures. Mary has deep experience working with organizations as they implement "continuous process improvement" programs. She specializes in working with highly analytical leaders/professionals who want to improve their ability to influence.

- + M.A., Organizational Psychology, Columbia University
- + B.A., Computer Science, Queens College, CUNY
- + Certified in Executive Coaching, Columbia University
- + Certified in Emotional Intelligence Profile, CEO Partnership
- + Qualified in Myers-Briggs Type Indicator, Otto Kroeger Associates
- + Certified in Leading Organizational Transition, William Bridges & Associates
- + Dual U.S./E.U. citizenship

SAMPLE CLIENT LIST:

- + CIBA Vision
- + Canada Post Corporation
- + IBM Global Consulting
- + Notre Dame University
- + Pfizer
- + Purolator Courier

