



*Halpin Leadership Strategists™*

## Methodology for Transition Management Aligning People & Processes with Purpose

The Halpin Companies Inc. team of leadership strategists assists Board Chairs and CEOs in building corporate cultures of accountability and integrity for maximum results, even during rapid change such as transitions and high growth. We do this by providing a strategic framework that is based on responsibility, a new leadership mindset, clarity of vision and a very high degree of self-awareness and self-management. We facilitate complex initiatives among diverse stakeholders to realize quantum leap results by providing executive coaching, process facilitation, leadership development training, and consulting to leaders worldwide. Our strategic framework simply and quickly removes fear, instability and ambiguity allowing conflicts to rapidly disappear. Our product offerings and services focus on three areas:

<b>Strategy</b>	<b>Corporate Infrastructure</b>	<b>Culture &amp; People</b>
<p>Our Leadership Strategists help Board Chairs and CEOs and their teams to continually focus on four primary strategic objectives:</p> <ul style="list-style-type: none"> <li>• Clarifying and articulating an organizational mission and purpose that describes:               <ul style="list-style-type: none"> <li>- The organization and its enduring values,</li> <li>- A shared vision of who the organization is and how it makes a difference in the world.</li> </ul> </li> <li>• Aligning people and processes with the organization’s purpose so that people experience a daily sense of alignment and connection between their tasks and responsibilities, and the organization’s vision and mission.</li> <li>• Continually expanding the individual and collective capacity of their greatest asset, their human capital, by expecting and modeling authentic, empowering behavior and communication.</li> <li>• Relying on the good, balanced judgment, intuition, and commitment of their people and their ability to rapidly identify patterns and trends in the moment and connect the dots.</li> </ul>	<p>Our Leadership Strategists help Board and Management teams:</p> <ul style="list-style-type: none"> <li>• Gain clarity about the purpose of every initiative, meeting, and function.</li> <li>• Gain ongoing clarity about roles, responsibilities, accountabilities, and expectations and thereby minimize chaos, confusion, duplication of effort, and re-work.</li> <li>• Facilitate information flow for full engagement of all parties where people step up and speak up.               <ul style="list-style-type: none"> <li>○ Systematic, timely and ongoing communication that builds a “safe to say” environment.</li> <li>○ A strategic and highly effective communication system that builds trust, cooperation and authenticity and therefore facilitates extremely rapid and highly effective execution.</li> <li>○ Transparency, creativity, and consistency in decision-making.</li> </ul> </li> </ul>	<p>Our Leadership Strategists identify and nurture our clients’ genius by helping them, often in intensive one on one executive coaching:</p> <ul style="list-style-type: none"> <li>• Clarify and articulate their own values and personal strengths.</li> <li>• Get the brutal facts out on the table and facilitate authentic dialogue.</li> <li>• Align everyone’s roles and accountabilities with their strengths so they can eliminate “noise”, get out of their own way and build a strengths-based organization.</li> <li>• Ensure that Board and management team members do not intentionally or unintentionally sabotage strategic efforts.</li> <li>• Build a learning organization that supports learning at all levels and in every situation.</li> </ul>