

## The Davis Consulting Group, Inc. Fact Sheet

The Davis Consulting Group, Inc., an organization development consulting firm, was founded in 1995 to provide leadership and operational consulting services to CEO's and companies facing challenges specific to organizational change, growth, communications, strategic planning and conflict resolution.

For many years, we've been working with Fortune 500-1000 companies, as well as a number of smaller privately held organizations. Our expanded concentration also encompasses emerging-growth companies.

We understand that most companies face constant change, growth and organizational challenges of all kinds. However, by choosing to address these challenges proactively—anticipating and guiding the impact of the changes on the company, its employees and its processes—rather than simply allowing the changes to happen and reacting to their impact, companies can enjoy greater success and move forward with confidence on a path they themselves have chosen.

A few examples of ways in which we work with companies addressing change in their environments:

1. Strategic Planning. When an organization knows *generally* what they want to accomplish, we work with them to identify the *specific* desired results, *create a plan of action* that will allow them to achieve those goals and *develop a measurement and evaluation loop* that will keep the process fresh and innovative.
2. Leadership Development. We provide *one-on-one coaching* with the CEO to explore and develop strategic thought processes. We also work with leadership teams to develop the *growth strategy* of the organization or ways to expand the company's *vision*. Because most managers have excellent technical skills but lack appropriate and effective management and leadership skills, we often provide training to improve those skills necessary for the CEO and management teams.
3. Culture Integration. Some of the greatest challenges occur as a result of *mergers, acquisitions* and *consolidations*. In these instances, success often rests upon how well two or three corporate cultures can mesh and how quickly the employees can learn to work together. We are experts at preparing employees and organizational structures for change and also at implementing strategies that address the differences in culture, often focusing on the benefits of diversity in the workplace.

Our expert consultants—35-40 team members in all—are enthusiastic about their work with entrepreneurial CEO's and look forward to sharing their knowledge and strategies to help your company achieve success.