

OUR MISSION and APPROACH

MISSION

To enable executives and leadership groups to identify and use **their** best thinking and all their resources ...

as **they** plan and solve problems they face, related to:

- Skills
- Styles
- Strategy
- Synergy
- Leadership

APPROACH

All our projects focus on process, so we call ourselves process consultants.

Major change efforts like these are likely to need a process consultant:

- Strategic Planning,
- Organization Re-design,
- Conflict Management,
- Leader Development,
- Team Development,
- Board Development,
- Process Improvement.

Process consultants design and develop a **process** that brings the client's own wisdom to bear on the project or desired change.

Process consulting respects the unique qualities of the client's system, while trying to improve it in ways the **client** wants or needs.

Process consultants need to be effective at:

- Working with and in a management team,
- Helping clients identify objectives,
- Designing useful processes,
- Facilitating large and small groups,
- Resolving group conflict and confusion,
- Documenting the results for follow-on work.

SOLUTIONS

In helping wise clients over many years, we have learned much in the way of what works in particular situations. We try to offer what we've learned, but encourage our clients to decide if it "fits."

We don't **have** the solutions ... but we help our clients discover the solutions that fit for them, and the action steps that lead to accomplishment.



We've observed that in most cases, implementing such major changes requires continuing management attention to **process** long after the decisions and plans have been made. We can help with team implementation as well as team planning.

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