



A nation-wide insurance company faced numerous internal challenges, and engaged Javitch Associates to find effective action steps to address these issues:

CHALLENGES

- A counter-productive, competitive environment had grown between home office and field offices, as well as within most field offices;
- Result was decreased market share and decreased revenues;
- A significant change in corporate culture was needed.

SOLUTIONS DELIVERED

- Interviewed key executives to determine depth and breadth of problems;
- Interviewed randomly selected employees at locations across the country to understand their concerns and goals, and to identify opportunities for increased revenue to the company and to themselves;
- Created an action plan to address all concerns;
- Conducted a two-day team building and management training retreat for home and field office employees; and
- Fostered an internal corporate culture change, transforming corporate environment from one of competition to one of collaboration.

Simple solutions to complex problems... Dedicated to finding the results that fit your companies needs.

ABOUT **Javitch Associates**

Founded in 1982, Javitch Associates is a global business management consulting firm with an experienced consulting team and a proven track record in advising and supporting companies in a broad range of industries including the healthcare, non-profit and consulting sectors.

We assist executives in solving problems concerning leadership, influence, power, organizational change, team building, conflict, motivation, morale, and much more.

The fundamental success or failure of any organization resides in the productivity of its employees. Developing leadership, resolving conflict, motivating individuals, planning for change, and building effective teams are just some of the keys to creating healthy and vital organizations.

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