



A \$150 million scientific research organization with ten branch offices engaged Javitch Associates to assist their President and CEO in addressing the following challenges.

CHALLENGES

- A decreased level of morale in the corporate headquarters;
- A 21% turnover among the headquarters' 263 employees;
- Assessing the impact of this decreased morale and turnover on the organization's six largest clients;
- The need to improve quality control, productivity, communication, responsiveness, and overall client satisfaction;
- Gathering information essential for creating a five-year strategic plan; and
- Identifying a pool of candidates for promotion to key managerial positions.

SOLUTIONS DELIVERED

- Met with a representative group of management and non-management employees at all levels to ascertain group viewpoints of a variety of company issues;
- Created a customized computer-scored survey of all company employees and select current and former clients;
- Shared survey findings with employees and created a list of action steps;
- Conducted intensive interviews of selected candidates, from among current and potential employees, for promotion to key managerial positions;
- Delivered customized training sessions on leadership, teambuilding, group dynamics, and task force management; and
- Provided on-going corporate coaching.

Javitch
ASSOCIATES

Consultants to leaders

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.

CLIENT SECTORS

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OFFICE (617) 244-2204

CELL (617) 835-7727

Newton MA 02466

djavitch@javitch.com

javitch.com