



Odyssey Leadership Consulting, Inc.

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A small, minority-owned business

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Virginia Department of General Services

Statewide Consulting Services Contract Number: PF14804C06-09

Category 6: CHANGE MANAGEMENT

Our Approach and Consulting Team

Odyssey Leadership Consulting is a firm dedicated to helping and developing organizations so they may become more effective, successful and fully prepared to meet current and future challenges. Since 2001, we have partnered successfully with clients in the commercial, government, non-profit and higher education sectors. We are comfortable working with organizations that range in size from more than 10,000 employees to those with less than 20. We are committed to providing our clients with only the best consultants who meet their specific needs. Odyssey Leadership Consulting strives to provide "the right person for the right job". All of our consultants and associates possess advanced degrees and strong experience bases across a wide range of client systems. We focus on delivering effective and practical results to all of our customers.

Odyssey's approach is to work closely and partner with the client from the outset. We analyze the system, identify the issues and then collaborate and act as catalysts for organizational change. We do not deliver "stock" solutions to our clients and then leave them to figure out what to do next. Instead, we stay engaged in the client system throughout the implementation process because we realize change is occurring continuously and we are always prepared to make adjustments to address and accommodate changing situations. We are also comfortable working with all levels of the organization, whether it is the CEO, senior leader, first line supervisor or individual contributor. Inclusion is the key to constructive, high performance organizations and we fully embrace this principle.

In addition to providing world class organization development consulting services, we do this at a reasonable cost in order to maximize value to our clients.

Organizational Change and Transition

Change is becoming continuous and a regular part of doing business for many organizations. Successfully managing and implementing change can become a major



challenge and many organizations are ill equipped to do so. Odyssey Leadership Consulting has a successful track record of helping organizations by aligning our services with the objectives, culture, scope and phase of change of the client system. We have assisted organizations in culture change, organizational restructuring, mergers and acquisitions, new service delivery models and systems. We also recognize the importance of considering and managing the transition between the "current" or "as-is" state to the "future" or "to be" state. It is in the transition phase where many organizations face major implementation challenges and obstacles, e.g., organizational resistance, miscommunication, confusion, and it is here that the outcome of change strategies are often determined. Our goal is to assist the client system in creating and sustaining positive outcomes through change and transition, rather than merely managing the process.

We provide a multi-step process to help organizations understand and manage their change process:

- Assess the organization's readiness for change
- Identify and analyze key stakeholders
- Building a business case for change
- Developing a compelling future vision
- Developing and implementing an effective communication strategy
- Preparing leaders to support the change and transition
- Implementation planning and support

Our consultants possess the skills and experience to facilitate and collaboratively work with clients of all sizes and sectors to produce successful and long-lasting outcomes.

Ordering Process

Odyssey Leadership Consulting is ready to understand and address your needs. Our goal is to engage with you as a business partner and help your organization develop the capacity necessary to navigate the challenges of change and transition. To begin the process:

1. Contact our president, Mark Nozaki (703-250-3221) to discuss your challenges, needs and requirements.
2. Please provide additional information as needed.
3. Mr. Nozaki is happy to meet with you in person at your office, if necessary.
4. We will provide a detailed proposal with scope of work, consulting plan and estimated timeline and cost.

Discounts

May be available depending on the scope of work and length of engagement.