

## LEADERSHIP & ORGANIZATIONAL TRANSFORMATION

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The Raines Leadership and Organizational Transformational Practice is designed to help organizations solve their most critical people challenges. With a disciplined yet agile approach, we focus on individuals, their leadership ecosystems, and the organization as a whole. As distinctive problem-solvers, we start with a rigorous diagnostic by stress testing the issues our client wants to solve. Then, we drill down to identify the true, and potentially hidden, drivers that hold our clients back from maximizing their success. Our goal is to develop uncommon insights that lead to significant impact through flawless execution and implementation.

We do not have a bias for particular solutions and focus solely on which approach will drive the most impact. Through a comprehensive set of service offerings that address the full range of talent-related issues, we get to the core of our clients' challenges.

We focus on fewer, but more meaningful engagements and seek to build lasting relationships over time. If we aren't the right partner, we will be up front and connect you with a provider that is a better fit for the unique situation. Raines should be viewed as an investment, not a cost. We prove our work through cutting-edge, real-time analytics and techniques.

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**CHANGE IS  
GOING TO  
HAPPEN**

**THOSE WHO  
EMBRACE IT  
TAKE THE**

**raines**

*Our commitment to difference making is an absolute mandate that guides our search for people who create real change. It informs every step of our proprietary process and leads to meaningful success and consequential impact. In every partnership, we pledge to deliver change and to make a difference.*

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### AREAS OF SPECIALIZATION

- Assessment
- Broad-Based Leadership Development
- Career Ladder Definition
- CEO & Board Succession
- Change Management
- Diversity & Inclusion
- Designing The Workforce of the Future
- Executive Coaching
- Organizational Design
- Performance Management
- Post-Merger Integration

**CASE STUDY:**  
**ASSESSMENT**

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For a Fortune 500 client, we assessed their top 500 Officers. Based upon assessment results, the company was given recommendations tied to external selection, promotion, and succession. The organization then created an online dashboard for individuals and overall leadership system health.

The recommendations yielded a statistically significant correlation with performance ratings and operational metrics. After implementation of the dashboard, the Chairman of the Board of Directors called it “the most robust and data intensive people practice” he had seen. Post assessment survey results were 92% “Exceed Expectations” or higher.

**CASE STUDY:**  
**COACHING**

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To help a Fortune 100 organization make a difference in its performance, we coached its President. We conducted a detailed 360-degree feedback including quantitative data (i.e. leadership inventory) as well as qualitative data through interviews and focus groups.

The analysis led to a detailed 90-minute feedback session with action planning. The President’s operational metrics all improved year-over-year by at least 20%, along with a 17% year-over-year increase in employee engagement.

Attrition of “Critical Talent” dropped from 22% to 7% year-over-year and 100% of senior hires were internal placements, compared to 40% in the previous year.

**CASE STUDY:**  
**WORKPLACE OF THE FUTURE**

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At a Fortune 500 industrial client, we established an Exemplar program where we identified and mobilized ~30 individuals to drive transformative change across the enterprise. We studied and codified the behaviors that they utilized on a regular basis to truly understand what it takes to drive transformative change across the enterprise, within the existing structure and culture. They then spread these behaviors across the organization in a viral, multi-faceted, and organic manner.

In areas where Exemplars operated, operating performance increased by ~ 22% on key metrics, employee engagement increased 16% YOY, and attrition of employees deemed “Critical Talent” decreased from 11% to 4%.

Behaviors deemed critical to culture were ratified by the Board and CEO-staff.

*\* Projects executed by members of the Raines Team*