

Strategic Organization Solutions



# Driving Performance Delivering Results



## Today's Business Imperatives

Increase revenue, reduce costs, streamline operations, retain top talent and deliver value to customers – common business imperatives for every organization – especially in tough times. Yet each requires a unique set of change management and organizational initiatives to align with, and support, a chief executive's vision and mission.

To enable a level of change that is systematic and sustainable, executives turn to Strategic Organization Solutions (SOS) for trusted advice and the strategic resources they need to drive transformation and improve organizational and operational performance.

## Mission Accomplished

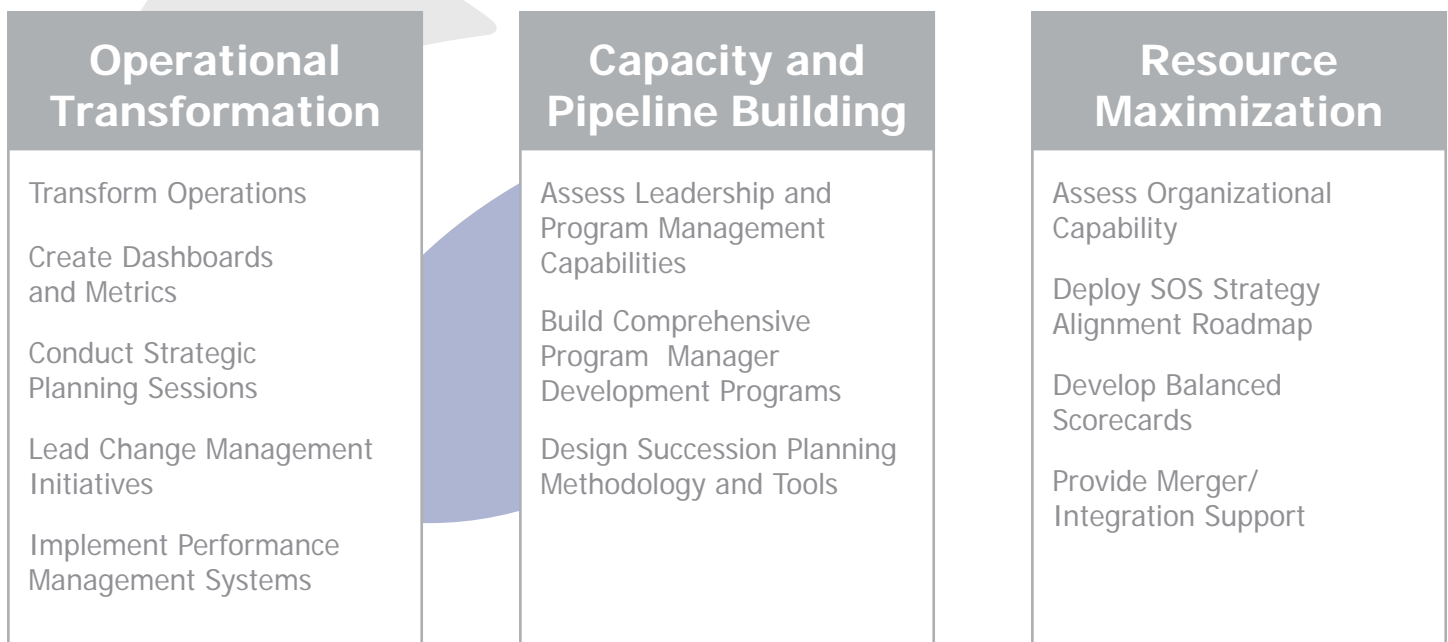
As management consultants with deep expertise, SOS knows what it takes to operationalize a mission. We work with senior executives to further define their strategies, assess organizational capabilities and build a road map for change. Using solid methodologies and fundamental business principles, we are skilled at translating corporate strategy into a series of actionable steps to be implemented across the organization. We pride ourselves on big picture thinking, balanced with a keen eye for the details necessary to ensure results.

## Case Studies

**Assisted** evolving \$200M government contractor prepare and execute winning management plan – including program management assessment. Fulfilled board directive to improve efficiencies, positioned firm for new contract wins to meet exponential organic growth goals and enabled speed to performance of newly hired or acquired managers.

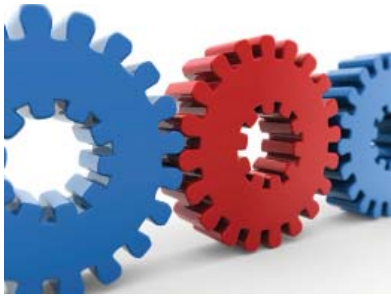
**Provided** strategic planning, executive talent assessment, goal setting and performance management assistance to newly established business unit of a \$1.8B government contracting firm. Facilitated team alignment and achievement of business unit's first year financial goals for revenue realization, utilization and retention.

## Services



## Aligning Organization, Process and Programs

Every business transformation program requires the alignment of organization, process and programs – all working in lockstep to achieve short and long-term results. Our ability to synchronize business initiatives,



establish an architecture for consistent business practices and define performance metrics fosters an environment that can withstand the rigors of a transformation program and maintain continuity and minimize risk at the same time.

### Organization

Why is it that the implementation of strategic initiatives often stops soon after leaving the boardroom? Typically it is because the team in the field can't see a line of sight between their day-to-day roles and the strategy at the top. SOS helps executive management develop the frameworks, create the road map and make the connections necessary for employees at all levels, across all functional lines to achieve the clarity of vision necessary to move the organization from its current to future state.

SOS specializes in organization analysis and design especially during times of transition – change driven by new leadership, mergers and acquisitions, consolidation or technology initiatives. Our consultants work with teams across all levels of the organization to identify business measures and gaps to design a new organizational model. SOS offers a comprehensive program management methodology which promotes stakeholder engagement and collaboration, and a governance model to monitor progress and manage the transformation.

We help build leaders for the future. Our skills in talent management and leadership development ensure organizations build a talent base to attract and infuse new ideas and capabilities and deliver on its mission. Our clients look to SOS to establish a culture that embraces -- instead of resists -- change.

### Process

Strategic planning and transformation programs require a comprehensive review of processes that support these initiatives. Our consultants facilitate the strategic planning process and lead the redesign and alignment of processes. SOS leads action planning sessions and business model reviews, and develops road maps and dashboards to support execution. We identify and eliminate outdated and redundant practices and establish new standards for performance.

The result: maximized resources, reduced costs and a successful transformation program.

### Programs

In today's competitive environment, the ability to effectively launch new programs and technology initiatives that will reduce time to market, develop innovative products and support customer relationships is essential.



SOS's Program Management methodology and training is especially suited to organizations who must quickly assemble high performing management teams to address complex business problems. Our methodology supports the entire program management life-cycle, facilitating the assimilation of new program managers, aligning goals to strategic objectives and establishing a common set of business practices. We help you turn your project managers and domain leaders into business managers.

Technology is also an enabler of change. Our consultants understand how to leverage the power of technology to maximize its impact technology on transformation programs.

To learn more about how SOS can support your business transformation program, please contact:

**+1 703.848.0361**

**[www.strategicorganizationsolutions.com](http://www.strategicorganizationsolutions.com)**

## Representative Clients

American Management Systems  
BAE Systems  
Bristol Myers Squibb  
Exxon Mobil  
Northrop Grumman  
Pitney Bowes  
RSM McGladrey  
SRA International  
ComScore  
ManTech International, Inc.  
DRS Technologies Inc  
Getronics  
American Chemical Society  
Department of Defense  
Health and Human Services  
Internal Revenue Service

## "SOS" Solutions

**"SOS"** [...-----...] the international signal for distress. In the era of Morse code, maritime professionals recognized this sign as a signal of distress.

The acronym proves fitting for an organization consulting firm delivering operational and human capital strategies that streamline processes, eliminate redundancy and improve operations.

SOS didn't stand for "Save Our Ship" in fact the letters themselves didn't stand for anything... the three letters were assembled and adopted because this was the most efficiently transmitted, radiated and unmistakable combination.

Morse Code is no longer used, but SOS is still a universal signal for help.

When your organization is in distress, [...-----...]

We know when our customers are in distress; they need a focused, custom solution.

Delivering strategic organization solutions requires expertise and the ability to ask the right questions. Lots of firms can win in the short-term with a little cost-cutting here and a little downsizing there, but the winners know where they are going.

Let Strategic Organization Solutions answer your "SOS", and help you focus and achieve your goals.