

Develop Organizational Strategy and Alignment

THE CHALLENGE

The procurement organization of a multi-national corporation was undergoing a major transformation - integrating new responsibilities and doubling in size. The industry and market forces had reached an inflection point and the organization was charged with developing a strategy to create differentiated value for the business. The leadership team was charged with delivering significant cost savings, guaranteeing a reliable supply, and improving the quality of its performance. Aviv Consulting was brought in to help deliver improved business results by enabling executives to coalesce around key strategies to address market threats and opportunities, improve organizational effectiveness, and cultivate an action-based culture that balanced speed and efficiency with effective communication.

WHAT WE DID

We worked with the senior executives to identify key strategy themes. We guided the team in developing future scenarios and framing a series of strategic alternatives. We designed and facilitated a three-day strategy summit, which enabled the extended team to come together for the first time. Through a series of discussions and brainstorming sessions, they aligned priorities and created a strategic roadmap. The summit included strategic modules as well as inter-personal coaching and the Three Pillars of Trust practices.

RESULTS

The team effectively compressed a nine-month process into three days and agreed on eight concrete organizational and strategic initiatives. These included business management practices, new communication tools and frameworks, talent management programs, and quality and partner relationships. Once implemented, the eight initiatives created phenomenal organizational momentum and uplift. The increased effectiveness and coherence delivered significant savings to the bottom line. The organization exceeded its business objectives and delivered transformational changes ahead of schedule.

“Aviv engaged with our executive procurement leadership team to help us refine our vision and long term strategy. In the process of the 2 day workshop, we identified, quantified and prioritized a series of urgent and strategic needs which in turn led to the development of eight initiatives that we deployed and used to manage our progress on: planning, communication, quality, contracting, culture and talent management. Aviv’s ability to focus the team, ask probing and insightful questions, and challenge us when we appeared to be at a “dead end” were instrumental in our ability to come up with the plan and move the team forward. We continue to see real results that were catalyzed by the workshop with Aviv, and I expect the return easily exceed 10 – 20x the initial investment.”

**Matt Disbrow, Director of Planning Strategy and Transformation,
Hewlett Packard**



AVIV SHAHAR'S BIO

Founder of *Aviv Consulting*, Aviv Shahar is an international consultant, coach, author and featured speaker. He has extensive experience coaching executives and helping leaders improve their effectiveness, strategic thinking and collaboration. With clients in the UK, Holland, Germany, Spain, Canada, Mexico, Brazil, Singapore, India and the United States, Aviv's passion is to...

**work with outstanding leaders to
create dramatic new futures for people and organizations.**

For over 25 years, Aviv has specialized in helping executives and managers develop and realize their vision and purpose. Clients that compliment Aviv most often are executives deeply committed to transforming their business, and developing their people, particularly their brightest and most capable managers.

Mr. Shahar, known to many of his clients as The Collaboration and Innovation Catalyst, is a recognized expert in organizational transformation and leadership, strategy, and top talent development. Aviv helps leadership teams cultivate innovation, improve collaboration and develop radical trust and peak performance. His experience in coaching for high-performance in critical operations began as a fighter pilot responsible for training other fighter pilots in the Israeli Air Force.

Aviv Consulting is the preferred provider for private and public organizations committed to improvement, innovation and value creation. Aviv helps executives focus on their most precious resources and talent, and develop a purpose-inspired and contribution-based organization. His clients include leaders from Hewlett Packard, Procter & Gamble, Northrop Grumman Corporation, Xerox, Emeritus Assisted Living, Honeywell, Cisco Systems, Frito-Lay Inc., Kellogg's, WebEx Communications, Berkeley National Labs, Potlatch Corporation, Marvell, The Rockefeller University, the US Department of Interior and the US Department of Defense.

Aviv's articles have been published by the Pfeiffer Annuals, The AMA Best of the Best, T+D, and The Futurist. Aviv created the "Blue Belt" top-talent development programs and the acclaimed "Emerald Keys to Success." Aviv is a Member in The Million Dollar Consultant® Hall of Fame.

VISION AND MISSION

Our mission is to help outstanding leaders create dramatic new futures for people and organizations. We are passionate about sharing our ability to elicit exponentially bigger visions of your future than you had imagined, and helping you grow, develop and achieve the personal and organizational goals necessary to make it a reality.

Our vision is realized when the teams we work with are able to: create a radical level of trust, unify around an expansive vision, generate new opportunities, and unlock their creative and innovative powers to actualize their goals.

The first breakthrough in leadership is inside you, in your capacity to reframe your situation, create opportunities and lead from strength. Coaching and consulting with you throughout this developmental journey is our mastery and life's work.