

Organizational Change

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We've been integrating our merged companies for 12 months and we're still no further along towards meeting the goals of the merger. Why won't our employees accept our new organization and get back to work?

The company we acquired was only 10% of our size, why is our whole culture changing? Why are our employees worried?

We thought the acquisition would provide valuable talent to add to our base; suddenly we lost several solid players. Why would they leave so soon?

More than half of global mergers fail to achieve their expected results, concludes a recent study by Booz-Allen & Hamilton Inc. Research into the reasons for such high rates of failure reveal that first and foremost, management of the "people issues" is most critical to success.

Designing and Building Companies

Every organization evolves. Some people happily call it "growing pains". Other people, painfully call it "downsizing." At Bishop House Consulting, we can help your organization recognize your stage of evolution and develop strategies to help progress ideas and implement transition plans.

We have tremendous depth of leadership and organizational strategy providing us with the ability to advise clients as they respond to organizational change.

We work with clients and leaders to:

- Develop organizational strategies to align business goals with resources
- Facilitate strategic planning processes
- Manage company re-organizations
- Build succession plans
- Build talent management strategies and operations to maximize the supply and demand of resources
- Build and manage exceptional cultures

Organizational challenges are as unique as your company. Therefore, we develop custom methodologies and processes to manage the expected or desired outcomes of the project. And – just as important – we plan adequately for the impact on your employees.

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