

STRATEGY AND EXECUTION

Assist senior leadership teams with crafting, executing, and tracking performance of their strategies.

- ▶ Strategy Formation
- ▶ Senior Team Alignment
- ▶ Execution Planning and Implementation
- ▶ Change Management
- ▶ Cultural Integration
- ▶ Mergers and Acquisitions
- ▶ Organizational Development

- ▶ Partnered with leadership to clarify and execute a new business strategy that included restructuring territories and adding sales reps to drive ambitious animal health industry growth. Managed multiple work streams related to preparing for product launch, developing and implementing a human capital strategy, creating a consultative sales model, and leveraging veterinary operations.
- ▶ Designed division-wide management meeting where teams worked through various elements of an expansion strategy to determine how best to operationalize in the field.
- ▶ Partnered with New Business Development to clarify and define the “go to market” strategy for various animal health products and services.
- ▶ Provided pre-merger analysis and post-merger guidance and support for a Global Animal Health company’s three past merger integrations. This included developing a cultural integration strategy and team transition plan following the acquisition. Central to this effort were the customized “jump-start” team effectiveness sessions for various levels of the organization to identify, prioritize, and solve for business challenges (70 teams).

BUSINESS PERFORMANCE

Assess current state, define future state, and determine requirement to bridge the gaps.

- ▶ Business Diagnostics
- ▶ Business Planning and Resource Allocation
- ▶ Organizational Redesign Services
- ▶ Process and Productivity Improvement
- ▶ Survey Services
- ▶ Performance Measures and Indicators

- ▶ Conducted an organizational assessment for a livestock division to design an optimal organizational structure, created role profiles, and identified specific performance metrics at the individual and team level.
- ▶ Partnered with various animal health companies to design a **Business Planning and Resource Allocation Process**. The project included a complete organizational cascade to outline the process, tools, and responsibilities. Additional focus was centered on developing business acumen, strategic thinking, and decision-making skills.
- ▶ Determined performance challenges for the Key Account Group. To address critical issues related to collaboration, coordination, and communication amongst employees, WLH designed and facilitated a series of regional meetings for data feedback and action planning processes.
- ▶ Created a suite of just-in-time learning tools to capture best practices and key learnings to provide value-added services that will drive growth at the nation’s largest animal hospitals.

For more information on how WLH Consulting, Inc. can help you, please email wendy@wlhconsulting.com, or feel free to call (954) 385-0770.

<p>HUMAN CAPITAL STRATEGY</p> <p><i>Maximize the value of an organization's human capital by attracting, developing, and retaining the best talent.</i></p> <ul style="list-style-type: none"> ▶ Competency Models and Tools ▶ Facilitation Services / Team Effectiveness ▶ Human Resources Consulting ▶ Selection and Assessment Tools ▶ Retention Assessment Tools and Training 	<ul style="list-style-type: none"> ▶ Developed competency continuum and career ladders for sales, marketing, veterinary operations, and management functions. ▶ Developed tools to attract, develop, and retain talent within the organization. ▶ Developed a talent and workforce planning strategy for the organization. ▶ Created a development planning process and tools, including customized web-based 360° Feedback Instruments, Development Guides, and Management briefing programs to improve coaching and feedback skills. ▶ Created the organizational cascade to prepare managers to implement the human capital strategy. ▶ Created a “just-in-time” performance toolkit that provided managers with a one-stop location to access all of the Human Capital Strategy supporting tools, documents, skill building tips, and techniques.
<p>LEARNING CURRICULUM AND CUSTOM WORKSHOPS</p> <p><i>Ensure managers and employees have the skills and capabilities to execute the strategy and achieve goals.</i></p> <ul style="list-style-type: none"> ▶ Learning Strategy and Curriculum ▶ Instructional Design / Blended Learning ▶ Leadership Development Programs and Tools ▶ Training and Development 	<ul style="list-style-type: none"> ▶ Designed curriculum blueprints to ensure skills, knowledge, and capabilities are continuously developed for field sales management, the sales organization, and veterinary operations. ▶ Designed “Leader-Led Learning” Modules to enable managers to improve individual and team functioning. ▶ Designed, developed, and delivered blended learning solutions for the animal health industry: <ul style="list-style-type: none"> ○ Coaching for High Performance ○ Consultative Selling ○ Business Planning and Resource Allocation ○ Strategic Account Management ○ Strategic Thinking ○ Consulting Skills: Delivering Value to Your Clients ○ Jump Starting Your Team ○ Rx for Retention: Retain High Performing Talent ▶ Designed and facilitated workshops for leadership teams in each of the company's business units to help them integrate and align around the new culture.

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