



STRATEGIC SERVICES
Transforming Workplace Cultures

Strategic Services Guide

"I came to see, in my time at IBM, that culture isn't just one aspect of the game, it is the game. In the end, an organization is nothing more than the collective capacity of its people to create value."

-Louis Gerstner, IBM

STRATEGIC SERVICES PRACTICE MANAGER: Anne Rooney McCord, SPHR, SHRM-SCP, PI



Anne has dedicated her career to building transformational work cultures that drive business results. She has over 20 years of Executive-level Human Resources experience in the high tech, start up and non-profit worlds and brings a client-centered vantage point to the ILG team. Anne has extensive hands-on experience enabling growth through organizational transition. She is an expert in developing strategic responses to mitigate stress on people and systems that comes with growth and success. Anne has front line experience in managing the workplace through mergers and acquisitions, tailored leadership development initiatives, culture integration and post transaction Executive team building. Anne is a master in creating scaffolding to support an organization through crisis and has developed game plans and practical next steps for organizations to rebuild after investigations and high-profile incidents. Anne earned a BA in Psychology at the University of Colorado-Boulder.

OVERVIEW

ILG Strategic Services was founded on the belief that leadership owns the employee experience and can transform an organization by focusing on the right culture driven through defined values, routine surveys and inquiries, and robust talent management programs and practices.

HOW WE CAN HELP

- **Human Resources Consulting:** From foundation building to strategic planning and everything in between. Depending on where you are in your growth trajectory, ILG can tailor a solution for your business. We offer set-cost project-based consulting, monthly subscription services (Executive Level HR at a Generalists price) and tailored strategic services for high growth and high impact situations.
- **Scaling Up:** Managing people growth when your business is scaling up can be one of the most challenging problems businesses face. The ILG Strategic Services team is here to help you build a human resources foundation in an efficient and proactive manner. We balance the needs of your employees, financial capability, and client satisfaction to ensure just-in-time infrastructure to support your business goals.
- **Mergers and Acquisitions:** When companies merge, cultural integration is a key component to ensure the financial model of the deal is met. We have deep experience in mergers, acquisitions, divestitures and the people components of these complex business situations. We provide consulting on benefits and compensation alignment, cultural evolution, training and development program prioritization, and leadership engagement to help you achieve the projected returns and opportunities modeled in the transaction.
- **Culture & Employee Engagement Surveys:** Understanding the pulse of employees is one of the most valuable data points used when companies hope to prioritize investments in training, resources, and leadership initiatives to drive business results. We offer customized programs to meet your business needs, leveraging online surveys, in-person interviews and metric analysis to provide a full picture of your employee engagement and opportunities for the future.
- **Workplace Crisis Recovery:** Workplace investigations, layoffs, violence at work, and public scrutiny all have a profound impact on employee productivity and engagement. Once the dust clears and the immediate chaos has been quelled, we provide strategic and tactical support to workplace recovery efforts. Working from the top of an organizational structure, from Board of Directors, CEO or executive leadership team, through the company and client experience, our team is skilled in restoring harmony and productivity after a crisis.
- **Leadership and Employee Programs:** We build customized programs to meet your team where they are. This can be as simple as providing customized compliance training and as complex as creating a strategic communication plan to align leadership and employees to the goals and priorities of the company. Our team has deep expertise and extensive resources to elevate performance.

Contact us today to get started! 720.506.9012 or anne@ilgdenver.com