

WHO WE ARE

Chrysalis Consultants are business leaders and consulting professionals with over 50 years combined experience in the specific areas of organization development, talent management and strategy execution. We offer balanced expertise—outstanding business experience enlightened by a holistic organizational development perspective – to deliver significant improvements to our clients' operational and financial bottom lines.

HOW WE WORK

We believe that, since you have come this far, you must be doing a lot of things right so we don't come in and suggest that you change everything. We employ proven methods and tools and a highly collaborate approach as we work with your executive team to identify areas of focus and to develop customized solutions to meet your needs.



OUR VALUES

We are passionate about creating great organizations where people are motivated and empowered to do their best. To support our work through all our interactions we operate with the following values:

- Open and honest communication
- Develop internal capabilities within our clients
- Focus on customer satisfaction
- Work with a long-term view in mind
- Create long-term relationships with our clients



Contact us to learn how we can help increase your effectiveness:

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Boston Office: 617- 504-9365

INCREASED EFFECTIVENESS FOR IMPROVED PERFORMANCE

We create solutions that transform strategy into solid business results



BRIDGING THE GAP BETWEEN STRATEGY AND RESULTS



OUR SERVICES

COMPETITIVE INTELLIGENCE

Do you have the critical knowledge you need to be an effective competitor? We obtain crucial intelligence to inform your strategy through:

- Competitor Organization Analysis
- Market Analysis
- Industry Benchmarking

ORGANIZATION DEVELOPMENT

Is the way you do business today the right way to obtain your strategic goals for tomorrow? We assess your company's personnel, infrastructure and processes and help create a plan to you move you to the next level of success:

- Organization Assessment & Design
- Culture Transformation
- Team Development
- Change Management

TALENT MANAGEMENT

Is the talent in your organization capable and empowered to do what's right for your organization's strategic direction? Our talent management services ensure you have the best people working for you through:

- Leadership Development
- Employee Engagement
- Workforce Assessments & Planning
- Performance Management

RESULTS YOU CAN MEASURE

Our solutions provide tangible bottom-line results for our clients such as:

- Operating model standardization saves international company \$70 million over 2 years.
- Culture change improves employee effectiveness by 25% resulting in increased innovation and a 15% reduction in R&D expense.
- Impact planning for associate engagement improvement reduces turnover by 20% and safety issues by 15% year over year.
- High-potential coaching leads to clarity in job-identification and career paths for 95% of clientele.

WHAT OUR CLIENTS SAY ABOUT WORKING WITH US . . .

One of the hallmarks of the Chrysalis approach is that they are able to balance what's realistic with what is ideal. They develop solutions that not only stretch the organization (and individuals) in the desired direction but also are culturally tolerable so they stand the chance of making impactful and lasting change. I highly recommend them for any organization that is looking for an engaged partner who brings high-quality thought and solutions to the table and also knows how to work with people to make good things happen. . .

VP Training and Development, international B to B products organization

Chrysalis' quiet leadership keeps you honest. They work closely with you to help you understand where your organization should be headed and then craft the plan to get you there, but they won't stop there. They will gently but firmly lead you through implementations that challenge you and your organization to follow through on your change commitment. I know of few companies that will help you make the hard change decisions and also guide you through to success. . .

VP, Engineering Research and Development, global high technology company

I was amazed at how quickly they were able to get to the root issues that stood in the way of our productivity. With just a few interviews in a short amount of time, they were able to pinpoint the team dynamics that were blocking us from achieving our goals. They also laid out a straightforward plan for change that we were easily able to implement . . .

Board President, not-for-profit organization