

Consultants in Organizational Strategy

Charlesmore Partners helps clients develop the organizational strategy to convert strategic intent into sustainable results.

Our strong competencies in organizational strategy, change management and talent development help clients substantively improve the performance of their organization. We are skilled at devising and implementing organizational strategies and initiatives that improve results, reduce costs and build value.

Unlike most management consultants, we act as an extension of a company's senior management team, with multilevel involvement in both strategy and operations. In this way, we can more quickly help clients reach the new level of performance their situation demands. Our expertise includes:

Organizational Strategy

Designing and developing an organization capable of delivering strategy.

Change Management

Formulating, planning and implementing strategies for organizational change and transformation in situations of growth, under-performance, strategy or marketplace shift, merger or acquisition.

Organization Alignment

Assuring that strategic purpose, capabilities, culture and commitment combine to foster highly coordinated strategy delivery and the achievement of desired results.

High Performance Practices

Developing, implementing and integrating organizational systems and practices that engender performance and commitment.

Leadership Development

Designing and delivering capability development programs for leadership groups and individuals to provide the skills and competencies required to lead the company into the future.

Globalization

Securing a transnational position of consequence through creating global-scale efficiency and competitiveness, improving national-level responsiveness and developing cross-market capacity to leverage core competencies on a worldwide basis.



How We Work

We consider strategic, operational and organizational factors, think across different time and priority horizons and assure an integrative view across functions.

We bring to bear current expertise and knowledge of other industries and best practices; we provide an assessment of readiness to change and what will be needed.

We transfer skills and build the capability to make change happen; we help executive teams make difficult decisions and tradeoffs; we earn trust, but stay independent.

We Deliver Results, Not Reports