

work we do



Facilitating Sustainable Growth

How We Can Help!

Every organization, whether large or small, consists of multiple parts. Organizational problems are linked together, and changes in one area often impacts other areas. Clear direction, communication, and continuity are keys to sustainable results. Our solutions help clients to solve challenges from start to finish, from setting direction and developing a course of action, to communicating, executing, and evaluating results.

- **Transformational Change Solutions**
 - Change Management
 - Business Transformation
 - Organization Design
 - Culture Integration
- **Collaboration & Team Solutions**
 - Team Building
 - Group Facilitation
 - Diversity & Inclusion
 - Leadership Development & Coaching
 - Generational Diversity
- **Strategic Organizational Solutions**
 - Strategic Planning
 - Strategic Communications
 - Retention & Engagement
 - Survey Design & Analysis
- **Small Business Solutions**
 - Strategic Planning
 - Recruitment, Retention, & Engagement
 - Organization Design
 - Leadership & Team Performance

Minority Owned Small Business Enterprise
NGLCC Certified
NAICS Codes:
541611 541612 541618 541690
541720 541990 611430
DUNS #: 967124376

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Improving Your Performance

Tolero Solutions is an independent **organizational improvement** consultancy specializing in facilitating **sustainable growth** by developing people and organizations to be more responsive, focused and effective. The name Tolero was chosen because of the two Latin meanings – to *endure* and to *sustain*.

These words describe what we do perfectly– we support people and organizations as they change and develop. By designing and implementing enduring solutions, Tolero Solutions enables leaders, teams and individuals to identify and **navigate** priorities; **collaborate** for success, and **accelerate** and achieve sustainable results.

Simply put, at Tolero Solutions we help you and your organization to be **higher performing**, more **productive**, **profitable** and sustainable. We assist you to find solutions that change the way that work is done – for the better. Tolero Solutions' role is to raise awareness and highlight the pitfalls and impediments, and to find and facilitate solutions for positive change and sustainable growth.

We don't just talk a good talk about interventions and organizational improvements, we help you implement them to get the **results** you need. Tolero Solutions and its' team of highly skilled consultants and strategic partners excels at developing organizations and the people and teams within them. Our core competence is consulting to organizations who aspire to improve and transform themselves in one way or another. Our goal is to help you achieve your goals, and to make your business more **successful** and **sustainable**!

Tolero Solutions' expertise lies in showing how the potential of people and processes within an organization can be harnessed to transform **performance** and culture. It is a powerful approach which looks at an organization as a whole and drives changes that adds value at every level, from the senior **leadership**, to **teams** and individual employees.

Our Approach

Our approach is to first understand what it is you want to achieve. We then use our toolbox – combined with your knowledge about your organizations history, culture, policies, and strategy– to tailor a specific, practical and customized, work based solution to achieve your goals. Our solutions enable strategy implementation, operational excellence and people engagement to enhance business performance and sustainable growth.

What it Means to our Clients:

Our approach is simple and leaves our clients embracing change and fostering innovation and sustainable growth, enabling them to be more successful, stronger and better equipped to **drive and thrive in an ever changing environment**. We want to make your business more successful!

Our Focus:

At Tolero Solutions we focus on:

- o Helping you to clarify your strategic intent and **define and execute your vision, goals**, culture and organizational design (size and shape)
- o Focusing and aligning the mindset and **increasing the performance** of your leaders, managers and employees
- o Developing the capability of your people and your organization and helping you facilitate positive changes contributing to **long term sustainability**

At Tolero Solutions, we help you and your organization and solutions that change the way that work is done – for the better.

Selected Clients:

- o Department of Defense (DOD)
 - o Defense Security Cooperation Agency
 - o National Geospatial Intelligence Agency
 - o US Air Force - SAF/CIO A6
- o NJVC
- o Accenture
- o Preactive Marketing

Guiding Principles:

Our guiding principles are not just inspirational concepts. They drive the way we work, within Tolero Solutions and with our clients. They are qualities that we truly believe in and work hard to live up to.

- o **Passion:** Changing the way individuals and organizations think and behave requires passion and we have it in abundance.
- o **Commitment:** It is our commitment to our clients and to the goals of every project that we undertake which ensures we continually strive for, and deliver results.
- o **Honesty & Transparency:** We believe that honesty and transparency are essential to success, both your success and our own.

o **Delivering Results:** We know that immediate, tangible results are important; however, we believe that building capability into your organization to sustain longer term gains is also vital.

Overall, we are driven by a simple belief – that by doing what we do, we can make the essential difference necessary for your business to succeed in a constantly changing world.

Rave Reviews:

Don't just take it from us; feel free to read what others have to say about working with the Tolero Solutions team:

“Tolero Solutions level of expertise was ideal for communicating our strategy for Change Management throughout our agency and community...an instrumental part in communicating and preparing our community for the new enterprise IT solution that is forthcoming.”

“...Attributed to improved inter-office relationships and increased our support of the strategy for moving forward.”

“Tolero Solutions was open to learning our business and always took the time to transfer knowledge, teaching other's skills.”

“...One of the best consultants I've ever worked with. Should the opportunity arise, I would look forward to working with them again in the future.”

- Management Analyst/SCES Program Operations Lead
Department of Defense (DoD)

“I found Tolero Solutions knowledge of change management and organizational culture to be extremely helpful in preparing our organization and our people for the changes required by our ERP implementation.”

“Tolero Solutions excelled at clearly defining the need for change and explaining new concepts in easily understandable language. It was a pleasure working with Tolero Solutions.

- Business Development Analyst
NJVC

“...Expertise in organization development, change management and strategy were an asset to the project.”

“Excelled at turning vague new concepts into a clearly defined reality... gathered extensive information from various sources succinctly and accurately leading to significant improvements to our eventual work processes and services.”

“The work accomplished will save time and resources for our entire Global Mobility team at Accenture...was a value add and definitely an asset to our project.” Great Results, Good Value, High Integrity!”

- Global Mobility Manager
Accenture