

## BUSINESS TRANSFORMATION

### *The Engine of Peak Performance™*

#### THE CHALLENGE

*A government agency that used to provide technology solutions switches to an outsourcing business model.*

*A large corporation acquires two new firms that will see their corporate cultures turn upside down.*

*An accounting firm starts reinventing itself in response to tough new financial regulations.*

*And in a regional law enforcement program, emerging network technologies make the old business processes obsolete.*

All of these enterprises share a common challenge. They're undergoing fundamental changes in the way they do business. These changes could potentially reshape every facet of their operations – from business processes and practices, to workforce structure, to the way employees answer their email.

Changes this significant have a name: *Business Transformation*. Some view *Business Transformation* as a problem forced on them by events outside their control. What they should see is opportunity. Performed correctly, it can catapult your enterprise to unprecedented productivity, growth and performance. That's why so many commercial organizations and government agencies turn to SiloSmashers.

Applying our broad experience and expertise, SiloSmashers helps you plan and manage all aspects of *Business Transformation*, from strategy development to tactical implementation. We help redesign organizations, modernize technologies, and adapt cultures to meet stakeholder demands and government requirements. With SiloSmashers behind you, *Business Transformation* becomes the Engine of *Peak Performance™* on any road your transformation takes.

#### WHAT WE OFFER

SiloSmashers is your fast lane to an integrated mix of *Business Transformation* capabilities:

- Strategic planning
- Strategic workforce planning
- Business modernization
- Facilitation, collaboration and consensus building
- Outreach and communications
- Organization design and change management
- Cultural assessment
- Business process change
- Performance measurement
- Business continuity planning
- Human capital management
- Coaching and leadership development
- Knowledge management

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### THE ROAD TO TRANSFORMATION

*Business Transformation* has typically been a long, bumpy ride. Applying lessons learned on scores of engagements, our professionals employ a systematic approach that clears the way. Each engagement begins with an in-depth assessment of a client's situation. Stakeholders are brought into the process early to acquire "real-world" input. This leads to a strategic engagement plan that sets the stage for further change activities.

Through our team approach, we minimize the conflicts that often plague large programs. SiloSmashers' expert facilitation services fuel collaboration, which we enhance through innovative resources, such as our Center for Leadership and Collaboration. To ensure that stakeholders continue to understand and support your change initiatives, we provide results-oriented outreach and communications programs in marketing, image management and educational outreach.

### WHY SILOSMASHERS?

We're experts in breaking down barriers and building bridges. We have a cadre of highly experienced, senior consultants – a capacity that rivals and sometimes exceeds that of much larger firms. Our consultants have led or consulted in over 50 major transformations. As a result, we understand the challenges, complexities and opportunities inherent in *Business Transformation*. We know the best methods to achieve the results you expect and avoid the most common mistakes.

To maximize value to our clients, we apply a holistic model to *Business Transformation*. Anywhere change affects your business, we track it down, assess it, and weave it into your strategic plan. So as your transformation unfolds, every part works as one.

Finally, we're not afraid to take on difficult or controversial problems. Too many transformations fail because the tough issues were left on the table. SiloSmashers jumps in to help you make hard calls and navigate your way to real solutions – and real results.

### THE BENEFITS ARE CLEAR

Let us count the ways. Major business transformations with minimum disruptions. Employees as advocates in change rather than reluctant recipients. Infrastructures, processes, practices and workforces aligned with new business strategies and goals. A transformed enterprise designed for *Peak Performance*.™ And a corporate culture geared to embrace change and the opportunities it brings.

### FIND OUT MORE

Put your enterprise on the path to *Peak Performance*.™ Contact SiloSmashers today at 703-797-5600. Visit [www.silosmashers.com](http://www.silosmashers.com). Or email: [info@silosmashers.com](mailto:info@silosmashers.com).

**WE TACKLE THE TOUGH ISSUES  
HEAD ON TO BRING YOU REAL  
SOLUTIONS – AND REAL RESULTS.**

