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EXPERT COLLABORATION. MEASURABLE RESULTS.

collabria OVERVIEW

All organizations face change. An organization's success depends on the ability to effectively scale, actively manage, and proactively embrace that change.

Whether your organization is facing changes due to rapid growth, shifts in strategy, newly-implemented technologies, or post-merger upheaval, Collabria has the experience and insight to tackle these challenges.

Collabria helps small, medium, and global organizations navigate growth. We bring a structured yet flexible approach to helping organizations through change. We partner with you to distill complex processes into actionable solutions, and commit to results. And we leverage your most valuable asset, your people.

Our collaborative partnership emphasizes three key principles:

- Creativity and flexibility in partnership and solution
- A drive towards execution and results
- An unwavering commitment to integrity

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KEY CONCEPTS. PROVEN APPROACHES.

Vision + Strategy

- ✧ Vision, Mission, Values Mapping
- ✧ Strategic Workshop Design + Delivery
- ✧ Strategy Assessment + Roadmaps

- ☑ Leverage best practices, both internal and industry benchmarks.
- ☑ Align leaders around specific outcomes.
- ☑ Define your roadmap to success through facilitated workshops.

Optimization of Internal Processes

- ✧ Cross-Functional Process Cleanup
- ✧ Performance Measurement + Scorecarding
- ✧ Initiative Prioritization

- ☑ Increase process performance while undergoing growth.
- ☑ Elevate internal team productivity by defining more effective ways of working together.
- ☑ Maintain focus on what's most important.

Change Management + Communications

- ✧ Integration of Companies, Cultures
- ✧ Stakeholder Analysis + Engagement
- ✧ Adoption of New Processes and Technologies
- ✧ Communications Strategy + Planning

- ☑ Map change using a structured approach.
- ☑ Focus on business processes, systems, and people. And metrics.
- ☑ Cadence the change based on readiness and healthy timing.

Organizational Effectiveness

- ✧ Post-Merger Organizational Design + Assessment
- ✧ Leadership Development + Coaching
- ✧ Succession + Talent Management
- ✧ Culture + Employee Engagement

- ☑ Assess the effectiveness of the full organization.
- ☑ Partner with leaders across functions.
- ☑ Align leader, team, and individual contributions with a holistic view of strategy, culture, and future objectives.

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REAL CHALLENGES. EFFECTIVE SOLUTIONS.

iRhythm

Scaling an HR organization. "We are late stage startup. Is our HR organization set to scale for the change that is about to happen (IPO, merger, acquisition)?"

Solution: Outlined future state scenarios for HR organization, built roadmaps, facilitated decision points, and partnered with senior HR leader to build scaleable organization.

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mozilla

Shifting HR to support strategy. "Our global and distributed workforce is unique. Is HR organized and resourced optimally? We're committed to driving the company's strategy."

Solution: Partnered with VP HR to prioritize client needs, build the HR function, and develop programs (Leader/Manager Development, Change Playbook, Onboarding Handbook).

DIGITAL REALTY

Tackling the communications challenge. "We are in major growth and acquisition mode. How do we think about change and communication? Our workforce says they feel disconnected. And what about those acquired employees?"

Solution: Drove cross-functional project integrating HR, Communications, Operations, Business Improvement, and IT. Designed internal communications processes to streamline acquisitions, onboard new employees, and streamline dual processes.

Cyrq energy

Rightsizing internal ops and support. "We just went private. Our investors are happy. I'm ready to look at my internal organization, what's working vs. not. Leadership, culture, workforce engagement, communications … How do I right-size my internal ops?"

Solution: Quickly assessed the organizational culture and pain points. Pulled the executive team to align, rally, talk the same talk. Cascaded to internal processes, engagement strategy, and communications plan. Kept it skinny, prioritized, and right-sized.

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REAL CHALLENGES. EFFECTIVE SOLUTIONS.

Genentech

Designing talent acquisition and succession management. "We are in growth mode, hiring lots of high potentials. Want to expose them to all aspects and build future leaders."

Solution: Implemented a Rotational Development Program, enabling high potentials 6-month, highly visible rotations and giving leaders / mentors access to new talent and ideas. Tied it all to talent acquisition, leadership pipeline, and succession management programs.

IDEO

Customizing performance management. "Our organization is light on process, and that works for us. That said, the lack of a clear employee career path is causing us to lose talent. How can we give employees a path forward without overly scripting it?"

Solution: Engaged key employees to develop a unique and fit-for-purpose career development and performance management system. Deployed the tool in a dynamic manner, allowing ongoing changes to mirror IDEO's culture of innovation.

Special Olympics

Aligning executive team and board around strategy and execution. "We have new leadership and a new board, a clean slate! How do we engage and scale?"

Solution: Developed path forward for CEO, clarified strategic roadmap, and coached executive team based on organizational objectives. Pulled each board member into the future state based on their unique expertise and excitement level. Made it fun!

RIOT GAMES

Developing manager skills for new leaders in fast-paced culture. "We have tons of young talent, most of whom have never managed people. We'd love a fun, dynamic, light weight but impactful way to up-skill our new managers."

Solution: Partnered with best in class providers to address leadership, coaching, and career management in a fun, interactive, transparent, and engaging manner.

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REAL CHALLENGES. EFFECTIVE SOLUTIONS.

DOLBY

Integrating new people processes. "We're clear on our mission, vision, values and behaviors. We have outlined key leadership competencies. Now what?"

Solution: Led HR team to clarify and cascade what it means to be a leader at Dolby. Developed a hiring plan and tools, training program, and performance management system.

VISA

Designing employee engagement and culture. "We just spun off our shared services organization into a new subsidiary. How will we know we've been successful?"

Solution: Developed cascading employee engagement program for the new company, decreasing employee turnover by 11%. Implemented success metrics and scorecard to increase buy during time of uncertainty.

Chevron

Building a succession pipeline. "Our senior leaders will not be around forever. How do we ensure we are effectively developing high potentials to be future leaders?"

Solution: Customized succession management business process and tool. Engaged key stakeholders globally to deploy and integrate. Designed and deployed global training program. Integrated process with other key HR processes.

Informatica

Opening up cross functional communications and results. "We're no longer a small company. As we've grown, it's been tougher to work effectively across functions. What can we do to help ourselves?"

Solution: Developed shared mission, vision, values and principles across the organization. Engaged all key leaders to customize by function. Determined success metrics and employed feedback systems. People were into it!

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Treasury Wine
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ABOUT US

Collabria's founder, **Lisa Mroz**, has significant experience working with leaders of small, medium and global organizations. Her expertise lies in helping organizations manage change, whether that be a shift in strategy, an unexpected post-merger upheaval, a new technology, or elevating a workforce for increased performance.

Prior to founding Collabria, Lisa held senior roles at Andersen Consulting / Accenture, CSC Index, Hewlett-Packard, and The Concours Group where she built skills to quickly assess the larger picture, understand complex issues, and distill into actionable solutions. Since then, she's partnered with dozens of leaders for both quick hit, high impact projects and longer term project-based initiatives.

Lisa is an avid traveller with a love for culture, wine, and food. Her passion for road cycling complements those hobbies. Lisa holds an MBA from the Kellogg Graduate School of Management, a BA in the Plan II Honors Program from the University of Texas, and an Honors Diploma from the Wine and Spirits Education Trust. She earned her Certified Sommelier title somewhere along the way as well.

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