

**"Growth is painful. Change is painful.  
But nothing is as painful as staying stuck where you do not belong."  
-- N.R. Narayana Murthy**

**Where does your organization belong?** Let's get there. You've already done the requisite building blocks. And now your organization's success depends on **honest assessment, prioritized solutions and relentless execution** of the "people" stuff. A trusted partner with expertise in leadership, organizational dynamics and culture is critical.

You may be facing changes and challenges due to **rapid growth, shifts in strategy, new ownership**, realization of **leadership and capability gaps**, or employees iterating some version about how communication sucks. Collabria has the experience, insight and nuance 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.

Our collaborative partnership emphasizes:

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

"Our new PE owners just bought another company (70% of our size) and told us to bolt it on. We've never done this before."

- Assessed organizational capabilities and cultural fit to inform roadmap
- Created post-acquisition integration playbook (T-minus for functions)
- Aligned and streamlined 2 companies, 2 leadership teams, multiple functional processes and 2 cultures -- with zero loss of talent

"We've been growing faster than we can manage. Our functions are siloed, we don't communicate, and it's showing in our financials."

- Developed shared mission, vision, principles and KPIs
- Coached function leads to translate for their teams and deploy performance indicator management process
- Realized culture shift to metrics-based decision making with transparency
- Acquired by investors (Microsoft and Salesforce Ventures)

"We are late stage startup with 200 employees. Is our HR organization set to scale for upcoming IPO?"

- Formulated future state roadmaps to enable 5x hiring targets
- Expanded HR capabilities (ops, benefits, recruiting, learning) and solid functional support through IPO
- Leveraged success of the scalability playbook with sales organization

### Sample Clients

AirTouch	Digital Realty	IRS	Motorola	Roche
Autodesk	Dolby Labs	iRhythm Technologies	Mozilla	Rocket Fuel
Beringer Wine	Exxon	Junior Achievement	Napa Valley Vintners	Rockpile Grape Growers
British Telecom	Fosters Group	Juniper Networks	NASA	SF Marathon
CalTex	Gap, Inc.	Kellogg GSB	National Diversity Council	Silicon Graphics
CASA San Francisco	Genentech	Kaiser Permanente	O'Reilly Media	Special Olympics
Chevron	Guide Dogs for Blind	Lam Research	Owens Corning	Stanford University
Cisco	Hewlett-Packard	Levi Strauss	Pacific Bell	The Box
Cyrq Energy	Hitachi	Lockheed Martin	Pacific Gas & Electric	Treasury Wine
Danaher	IDEO	Lynmar Winery	Reliant Energy	Visa International
Diageo	Informatica	McKesson	Riot Games	Wine & Spirits
				Education Trust