



*Helping leaders and organizations live up to their promise*

## Hello!

Many of inTEgro's clients and friends are facing uncharted waters and challenges these days. I mainly want to check in and let you know that I am eager to provide assistance in any way that we can. Given these times and my best work over the last twenty-five years, specific ways that I might contribute value include:

- Large or small-scale strategic planning or "re-visioning" efforts. My experience ranges from leading strategic planning processes for large institutions with broad stakeholder bases to helping small groups - including owners / partners - reach agreement on strategic direction and priorities
- Board development and board retreats. My role here has typically been as a catalyst helping strengthen boards or facilitating challenging conversations and difficult decisions.
- Tailored team development, especially when objectives are to build team and team member capacities while solving specific problems or accomplishing specific tasks. Because of significant adjustments that some are making these days, many groups are forming, merging or restructuring. Investments helping those groups start quickly and well will return significant dividends.
- Serving as a coach for senior leaders.
- Organization, board or team assessment, usually in support of the work above or as part of broader organization design or development efforts.

For twenty-five years my work has been characterized by careful listening and attention to client needs, masterful facilitation, obsession with achieving client goals and flexibility. I have a broad network that includes associates with complementary capabilities; I know when to involve others, whom to involve and how.

I would welcome a call to discuss ways we might be of assistance, to recommend resources or to just talk about where you are and do some brainstorming. Please visit us on-line - [click here](#) - and share

this with others who might like to know about us.

You will find a veritable treasure trove of quotations on inTEgro's web site; let me close with one that seems appropriate today:

The pessimist complains about the wind, the optimist  
expects it to change, and the realist adjusts the sails.

William Arthur Ward

Fair winds to you, and best wishes adjusting your sails!

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