

## BEACON FOR CHANGE

Lighting your path to success

# Services

<b>Strategic Planning</b>	We employ a vision-driven process to help your organization think and act strategically and focus efforts on achieving a preferred future.
<b>Facilitation</b>	We help you build consensus and synergy in your team, bringing out the best of the collective group. Our facilitators follow the standards established by the International Association of Facilitators.
<b>Business Analysis</b>	We act as a change agent within your organization to facilitate understanding of your operations and recommend solutions that enable your organization achieve strategic goals.
<b>Project Management</b>	We ensure your projects are aligned with organizational objectives and that they are effectively and successfully initiated, planned, controlled and delivered.
<b>Change Management</b>	We help you identify opportunities for positive change while minimizing potentially adverse impacts.
<b>Human Resource Management</b>	We help you foster growth, innovation, customer satisfaction, and employee satisfaction.
<b>Organization Development</b>	We help you develop the capacity of your organization to most efficiently and effectively achieve its goals in a sustainable way. <ul style="list-style-type: none"><li>• Council/Administration Relations</li><li>• Corporate Development</li><li>• Organizational Reviews</li><li>• Organizational Alignment</li><li>• Operational Reviews</li><li>• Service Level Reviews</li><li>• Financial Management Reviews</li><li>• IT Services Alignment Review</li><li>• Leadership Development</li><li>• Management Development</li></ul>
<b>Executive Coaching</b>	We listen, observe, question, and challenge you to be a better leader, formulate better strategies, rekindle enthusiasm, and make your organization better.
<b>Interim Management</b>	We have top-notch, experienced people who can provide interim management for your organization to address the temporary gaps or needs that may exist within your management team.

### You can expect to experience each of the following when you involve Beacon for Change:

- **Advice you can count on**  
We only engage highly qualified consultants for the job. Our approach is honesty first, even when it's a hard message to deliver.
- **Results you can bank on**  
By ensuring that the right people, processes, and tools are in place, you are assured of a higher return on your investment.
- **A friend you can lean on**  
We are committed to your success, regardless of the challenges you may face in defining and achieving your goals.



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CALGARY

VICTORIA

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