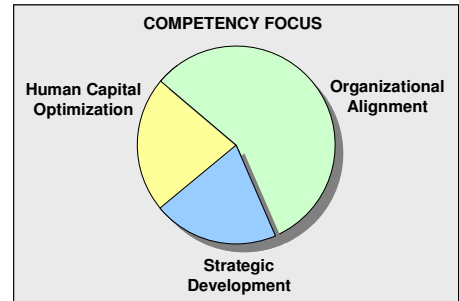


CLIENT: CH2M HILL - HANFORD

INDUSTRY: INDUSTRIAL WASTE
(Contractor Services)

COMPETENCIES:

- Mission Alignment Process
- Corporate Restructuring
- Strategic Analysis & Planning
- Re-staffing/Resource Redeployment



CHALLENGE

To realign the mission of a Department of Environment contractor – CH2M HILL – at the Hanford nuclear waste disposal site.

RESULTS

Executive Consulting worked with the Leadership Team to conduct and complete the entire mission alignment planning process in a very short ten month time period.

The subsequent implementation of the planned changes was completed within only an additional eighteen months, remarkable for the size of the organization and sheer volume of necessary alignment process tasks.

Deputy President of CH2M HILL commented “Executive Consulting ... worked tirelessly and effectively to make the very difficult situations have very positive results ... for the companies, the management, and, most importantly, for the employees. Their leadership and council were valued by all levels of management and by the employees. Thorough and totally professional ... a quick study with respect to the vagaries of the different companies and their unique situations.”

BACKGROUND

The role of CH2M HILL’s contract at the Hanford site had changed substantially since the staff was put in place at that location. CH2M Hill needed a process that would allow them to refocus their work to meet new requirements and re-staff to the new skill mix necessary.

Executive Consulting was asked to come in by the Deputy President of CH2M HILL at Hanford, formerly the VP, Nuclear Engineering during a previous Executive Consulting project for the Millstone Nuclear Power Plan, and Director of DWP for Westinghouse Savannah River Company during a restructuring there supported by ECI.

PROCESS

Executive Consulting worked with the Leadership Team to develop a top level structure which would support their new mission. This included investigative fact gathering, integrated planning meetings with management and a comprehensive, written mission alignment plan.

Each member of the Leadership Team, assisted by Executive Consulting, managed a small employee team to develop the appropriate structure for his/her functional area. When the new structure had been defined, a staffing process was supported for each of the impacted areas.