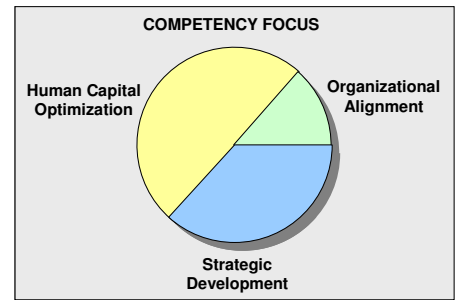


CLIENT: DMJM+HARRIS

INDUSTRY: ENGINEERING

COMPETENCIES:

- Strategic Analysis & Planning
- Strategy Development
- Competitive Positioning
- Executive/Leadership Coaching
- Team Building



CHALLENGE

To develop an inter-company growth strategy in an increasingly competitive market for Engineering Consulting services.

RESULTS

The Phoenix office of DMJM+HARRIS moved from mid-pack to the top of performers among the company's business units. Their success drove corporate management to promote the managing VP of the Phoenix office with additional responsibility of the Southwest Area, expanding to include the Rocky Mountain region and subsequently the entire Western Region of DMJM+HARRIS.

The leadership team, coached by Executive Consulting, was recognized both within DMJM+HARRIS and in the industry as leaders in technical and employee management performance.

In addition to the steady promotion of the initiating Managing VP, the individuals originally involved in the leadership development sessions now hold leadership positions throughout DMJM+HARRIS.

The Strategy Development project led to a highly successful long term (eight years) project in developing and coaching the leadership team.

BACKGROUND

The Managing VP for the Phoenix office of DMJM+HARRIS contacted Executive Consulting to help develop a new business strategy for his region. This initial engagement led to an eight year association.

PROCESS

Executive Consulting provided annual support (design and facilitation) for a three day strategy development offsite.

Monthly workshops were developed and conducted within which the leadership team worked on its own development and on the development of the workforce.

The "leadership team" expanded with each promotion of the leader.