



Browns-Hall Gardner, Incorporated

Organizational Development Services

Contemporary society calls for leaders who are self-aware, and forward thinking. Organizational leaders today must prepare for resistance and use their people skills to manage change in ways that are equitable for all stakeholders

Organizational Development

Browns-Hall Gardner (BHG) can help small and large businesses alike assess or re-assess existing organizational structures. Our suite of OD services will provide both management and staff within your organization with the tools needed to work in an effective and cohesive way, and to provide the best results possible for your firm. With our Organizational Development Services, we will provide recommendations of specific areas where changes can be implemented, giving you the tools to better plan for future hires, increase effectiveness of those currently on your staff, and the future of your organization as a whole.

Company Culture & Employee Engagement

Leadership Development

Organizational Assessment & Design

Team Development

Company Culture & Employee Engagement

Company Culture and Employee Engagement are two critical factors in attracting top talent and retaining it thereafter. Further, disengaged employees tend to be less productive and effective than their engaged counterparts. Our OD team will assess the current behaviour and attitudes of your team, assess the overall workplace climate, and put the appropriate measures in place to improve engagement in your organization and the company culture as a whole.

Employee Engagement Surveys

Our team of Organizational Development professionals will survey your team to assess employee engagement and gather valuable feedback from your team. We will tabulate and communicate results, facilitate group feedback sessions, and lead an action-planning process.

Integrated Employee Communications Strategy and Implementation

We will work with senior leaders to develop a communications strategy aligned with company values and goals, that underscores and introduces key ideas. This sort of exercise can prove invaluable in preparing an organization for change far in advance of any formal announcement. Implementation would include formal communications (newsletters, emails, etc.) as well as “small-c communications” that also meet these goals.

Organizational Stress Management

In the realm of organizational safety and health, BHG will identify existing and potential psychosocial hazards such as workplace violence, stress, lack of motivation and burnout, and offer recommendations to decrease these hazards and increase the overall health of your organization.

Leadership Development

In order for businesses to be successful in today's economic climate, it is essential to have effective leadership in place. Our suite of Leadership Development Services is designed with both existing and new members of management in mind.

Executive Coaching

Our seasoned experts will partner with your new and existing executives as an objective and experienced thinking partner to support the leader's development within your firm. We will target specific leadership competencies and behaviours, and create development plans supported by an Executive Coach.

New Leader On-boarding

BHG will serve as your partner to identify the needs of your new leaders in the first 90 days, and will develop on-boarding plans to increase early impact and effectiveness.

New Manager Assimilations

For new managers taking on responsibility for an existing team, the challenges can be significant. Our OD consultant will facilitate an interactive ½ day session to gather insight and feedback from team members, allowing new managers to set expectations and engage employees early.

360 Reviews/Stakeholder Analyses

We will solicit and collect feedback to effectively build development plans for managers, key contributors and leaders. We also will explore competency-based, survey type, 360 tools for larger audiences.

Organizational Assessment & Design

Our Organizational Assessment and Design services will provide a framework for your organizational change efforts.

Business Process Assessment and Workflow Redesign

BHG will identify key work processes, map current state, and then facilitate key stakeholders' creation of ideal future state. We will then identify and address potential talent gaps, and drill-down into individual roles and responsibilities.

Change Management

We work with departments, committees, and other groups to help plan and implement significant changes within an organization, such as work reorganization, mergers/acquisitions, new leadership, and moves/space changes.

Competency Models

We will identify the competencies that are the foundation for success at all organizational levels, for all role types, in your specific industry. The next step is to identify skills gaps, and provide solutions to close them in ways that align with individual and organizational goals.

General Assessment – Organizational Effectiveness

Similar to an HR Audit, but built for Organizational Development, we perform a general diagnostic to identify an organization’s strengths and weaknesses. A formal assessment report and recommendations are provided at the conclusion of the assessment.

Job Analysis

This analysis is used to make recruiting and performance management more effective. There are two parts to this examination – task oriented job analysis and worker-oriented job analysis, and will include reviewing and analyzing knowledge, skills, abilities, etc.

Organization Design / Restructures

We work with you to assess strategy and organizational design needs, develop and implement restructure plans, and develop organizational charts and job descriptions. We are also able to design and manage a reduction in force, should the need arise.

Planning and Strategy

BHG provides assistance in the formulation of strategic and tactical plans to set priorities, focus energy and resources, ensure that employees are working toward a common goal, and establish agreement around intended outcomes and results.

Talent Management and Succession Planning

We assist managers in assessing their department's workforce to ensure that the right people are in the right roles with the right set of skills at the right time. We will also work to create a leadership pipeline by proactively creating a succession planning strategy for your firm.

Team Development

Team development is key to any organization. BHG’s Team Development services will help facilitate better communication, motivate employees, develop problem-solving skills, and educate the team on how to work together to obtain results.

Group Problem Solving

BHG will help guide your group through the problem solving cycle. We will assist in identifying key issues, gather information from team members to identify the best solutions, and outline decisions or action plans needed to address and resolve the issue(s) plaguing your organization.



"Creating human and organizational change through insight"

Meeting Design and Facilitation

We will design and facilitate corporate meetings and retreats to bring together key members of your team with the end goal of getting everyone on the same page and increasing teamwork and optimism. We will assist in planning agendas, keep discussions on topic, and will also ensure that all conversations are productive and working towards effectively creating a shared vision among participants and teammates.

Personality Assessments

Our team of OD experts will administer and provide feedback on personality assessments including DiSC, 360 Competency Assessment, and MBTI. These tests can be critical in uncovering the best and most effective methods for team members to interact with one another.

Team Effectiveness

BHG provides team leader coaching to drive productivity and produce results. We will conduct DISC assessments for each team member, and facilitate group sessions to analyze test results, discuss implications for working effectively with team members with various styles, etc., and utilize tools such as the GRPI model and chartering. We help your team develop the skills to work more cohesively and effectively together.

For information, please contact us at info@brownshallgardner.com or (646) 535-2114.