



# STONE ARCH

## ORGANIZATION DEVELOPMENT

### What to Expect

Transformation. Full  
Potential. Results. Lasting  
Change. Stone Arch  
Organization Development  
assists in developing the kind  
of future that brings life back  
into individuals and  
organizations that may need a  
gentle nudge or a corporate  
culture shift.

### Our Mission

We commit ourselves to  
helping individuals and  
organizations reach their  
full potential and bring  
about desired change.  
The passion to improve  
individuals and  
organizations is at the  
core of every decision,  
service and solution we  
offer. With every leader  
we develop, team we  
assist, assessment we  
administer, survey we  
develop, we think of our  
client's interest first.  
That's why we consider  
our mission in alignment  
with our clients mission.

### Our Process

Every organization is different. No two are alike. Every client has different objectives and results they wish to accomplish. At Stone Arch, we understand this dynamic and customize each initiative accordingly. Our process is about connecting with clients and helping them achieve desired results. Their results. We believe relationships are key. That's why we strive to build trust from the very first conversation.

### Our Consulting Model

- **Focus of Change:** We start with an exploratory conversation. What is that you see needs changed? What is the focus of change you desire?
- **Data Collection:** We utilize trusted tools, techniques and processes such as 360 multi-rater feedback, employee engagement assessments, focus groups, and/or observation to assist in collecting the data our clients desire for improved results.
- **Feedback:** We deliver relevant, understandable, descriptive, verifiable and timely information from the data collected.
- **Action Plans:** We deliver structured solutions based on the clients goals and the data collected to help our clients achieve desired results.
- **Implementation:** We help build a support system for action plans and processes for improvement. We consistently and actively stay by your side to reinforce new skills, behaviors and competencies, which increase effectiveness of change and leads to better outcomes.
- **Measurement:** We evaluate results and analyze the value added. Have we accomplished the desired outcomes?
- **Celebrate:** Let's celebrate meeting goals and objectives.