



TRANSITION X P E R T S

**Excellence in Organizational Change &
Employment Transition Consulting**

4480-H South Cobb Drive
PMB 219
Smyrna, GA 30080

1-866-9-DISCREET or 1-866-934-7273
karan@transitionxperts.com
www.transitionxperts.com



Our Passion: Transition Xperts is one of the few firms who specialize in strategic organizational restructuring consultation and implementation. We help organizations realign themselves and help their employees survive the transition of a change in or break-up of the employment relationship.

We are dedicated to reducing the angst and anxiety of employment transitions and facilitating the business objectives of our clients and the professional objectives of the employees impacted.

How We Do It: Headquartered in Atlanta, Georgia, Transition Xperts leverages nationwide partnerships to enable us to offer over 100 service locations.

During times of organizational change, business execution is hindered, job responsibilities shift, accountability slips, and overall productivity & effectiveness suffers. Effective change management and transition execution can mitigate upwards to 80-90% of negative business impact, including legal and financial risk.



We're Your Missing Link to Success

Organizational Realignment Life Cycle



Customized Business Solutions: No more feeling forced to accept generic, "off the shelf" solutions for your dynamic, unique organizational evolutions. Transition Xperts leverages legal & industry best practices to build customized solutions based on YOUR priorities, which will ultimately facilitate a high level of business value.

Integrity & Trust: We understand that you are trusting us with one of your most valuable assets your people. Although tough business decisions must be executed, Transition Xperts understands the level of care and high degree of integrity that leaders, managers, impacted employees, and remaining employees require as part of dealing with the change effort.



SOUND VISION OF CHANGE + ACCURATE TRANSITION STRATEGY = EXECUTION EXCELLENCE & CHANGE ADOPTION

Organizational change is situational: the adoption of a new software system & more efficient processes, the reorganization of the roles on a team, the expansion or centralization of physical office locations, the change of senior leadership.

Transition is psychological: the understanding of how change will impact current operations and the steps which must occur for the change to be ultimately realized. The answers to the questions- who, what, when, where, and why must be clearly articulated.



Sound Vision: You may be clear that a change in strategic direction for the organization is required, but how do you move "aspiration" into a soundly vetted, clear "vision" upon which all key stakeholders can both understand and champion?

Transition Xperts roll up our sleeves to guide your teams through the harrowing journey of strategic organizational change. We help you clearly understand the positive implications & potential trade-offs of your preferred outcome and create the "roadmap" to help you get to your desired end state in the shortest amount of time possible.

Transition Strategy: One of the most critical reasons organizational change efforts fail, is the lack of a cohesive transition implementation strategy which manages the simultaneous impact on the organization's leadership, employees, business operations, and customers. Change does not happen instantaneously. An official memo announcing the change does not ensure that all moving parts will snap into place in support of the new vision.

Transition implementation strategy is a journey. It does not have to take a long time to execute, but thoughtful planning must occur in order for the change to have the best chance for success. The failure to prepare for eminent change is the single largest catastrophe faced by organizations in transition. This lack of planning leads to much less successful outcomes and higher degrees of financial & legal risks.

Success: Focusing on both the strategic & tactical aspects of organizational change increases the chances for execution and organization adoption success. We invite you to leverage our best practices and expertise by jointly creating a customized "blueprint for success" for your organization.

Organizational change management consulting

End to end organizational change management life cycle consulting

- **Plan** – revalidate change scope, assess management readiness, create tactical transition and communication plan and create measurements of a successful change
- **Deliver** - execute transition plans, craft change messages and conduct management preparation meetings
- **Operate** – measure outcomes, provide post change support including outplacement and coaching services

"We can never be certain about the future and therefore we must continue to be flexible and adaptable so that we can react quickly to the needs of our clients and our market place."
--Talal Abu-Ghazaleh



Outplacement Offerings

*Your organization is undergoing a major transition, and you've been assigned to the execution team. Of course, the organization wants the transition completed . . . **Yesterday!** You and your team may currently be feeling*

- *A Bit Overwhelmed*
- *Under Time-Pressure*
- *Under-Resourced*

. but are committed to execution excellence and successfully guiding the organization through this challenging time.

Take a Deep Breath. Help Is Only A Phone Call Away!

Strategic Implementation Consulting: A dedicated team which will partner with the client's implementation team to expeditiously develop an outplacement implementation plan, employee notification & separation training for HR & managers, and various other skill-based workshops.

Customized Coaching: Impacted employees will receive a dedicated Career Transition Consultant who will customize their coaching approach based on the employee's most urgent career transition priorities.

Group Outplacement Workshops (Can be offered in-person or online): A cost effective approach, as opposed to individual coaching, to prepare impacted employees for the reality of career transition and to provide them with the practical skill & knowledge needed to attain re-employment.

Transition Circles: A powerful, cutting-edge peer coaching event where small groups of impacted employees work together to jumpstart their career strategy plans. Participants are able to deepen their network, receive fresh ideas to support their career objectives, and learn from others' expertise.



Assessments & Debriefs: We offer a host of job, personality, and communication skill assessments, which help impacted employees better understand both their strengths and areas of opportunity. Experts debrief the results and strategize with them, so that they may become more competitive in the job market.

Job Search Marketing Materials & Services: Our Job Search Experts work with impacted employees to assist with the creation of critical materials, such as resumes, cover letters, etc. In addition, they provide individualized coaching on job search techniques, networking strategies, offer negotiations, and more!

Affinity Group Coaching: We provide a host of offerings which focus on the special needs of those in certain ethnic, age, & gender backgrounds.

Market Research Intelligence: Our information specialists work with impacted employees to research companies and industries of interest. (Ex. Company performance history, wage-salary surveys, and key personnel research)

Family Workshops & Coaching: Immediate family members, spouses, and/or partners are briefed on both how to best support their loved one who is currently experiencing a career transition and also how to cope with the transition themselves.

Workshops: We offer a host of other customized workshops and support services for both the remaining organization and the impacted employees.

Why Consider Transition Xperts?

- Partners in Customized Solutions & Execution Excellence
- Credentialed Experts on Staff
- Competitive Cost Structure
- Reduction of Legal & Financial Risks
- Increased Employee Morale
- Network of Partners Which Allow for Global & Nationwide Support
- Leverages Best-in-Class Technology

..... **Can You Afford Not To?**





Due to organizational restructuring, increasing job performance requirements, and rapid change in the world of work, individuals now need to constantly strategize and proactively prepare for potential employment-related transitions. Transition Xperts provides a suite of coaching offerings for individuals, small business owners, and corporations.

Individuals and Small Business Owners

One-on-one coaching packages:

The Suite – a series of consulting hours per month; typically 3 sessions per month for 3 months

The Laser – one session to address a specific situation; includes email follow ups

Specialties:

Moving Up – making a vertical change

- You want to be an executive, how do you make that happen?
- Now you are an executive, what does it take to stay there?
- You are ready to take your small business to the next level

Moving In – moving toward your professional passion

- Career transition planning so you can start doing what you've always wanted to do
- Assessments to find out why you may be stuck

Moving Out – optimizing unplanned change

- You did not plan the change but it happened anyway. This is an opportunity that you did not know existed.



Corporations



Corporate coaching offerings that can be customized to meet the needs of your organization:

- Coaching teams to enhance performance
- Team assessments to evaluate team dynamics
- Workshops created to address a group on a specific topic
- Outplacement / job transitions coaching after a corporate restructuring, rightsizing, and merger & acquisitions
- Retainer available upon request

Areas of Focus: *Leadership genius* * **Management savvy** * **High performing team dynamics**

Free Phone Consultation

We are anxious to help you solve your business or personal issue, so contact us today for a **free phone consultation**.

Register for an appointment online at www.transitionxperts.com/contact.html or call us directly at 1-866-9-DISCREET or 1-866-934-7273 ext. 1



Transition Xperts Booking Details

We are pleased to have numerous coaches on staff with extensive backgrounds and skill sets. During the new client intake process, we will match participant needs to coach expertise.

Policies & Fees

Contact us for current fee schedule.

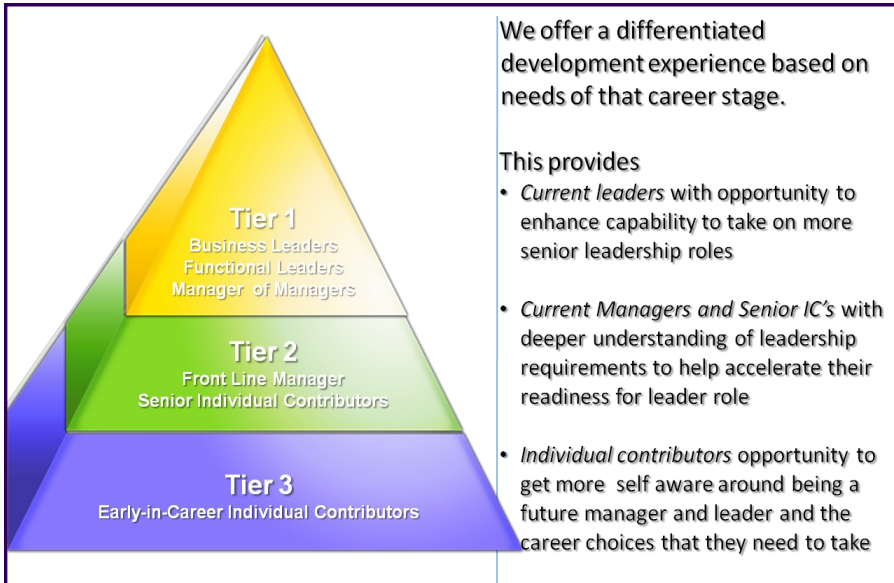
- No long-term contracts
- Sessions scheduled and paid on an on-demand basis
- We make the best use of your time by performing the consultation sessions over the phone and via email.
- Payment for sessions is made 100% up front.

Payments may be made by check (made payable to Transition Xperts), Money Order, PayPal, Visa, MC, or Amex.



Transition Xperts feels that the development of an organization's high potential population is a critical talent transition & organizational change initiative. Although many leadership development programs primarily focus on formal training supplemented with a myriad of experiential alternatives, Transition Xperts takes a more holistic approach to help both the high potential employee AND the organization prepare for the potential transition of the high potential in reaching the next level of leadership.

Our leadership development framework, which is based on extensive research, is a highly integrated approach to accelerating the competency development of high potential employees and their readiness to accept roles of increasing responsibility and scope.



A Sample of Potential Key Developmental Experiences

- Leadership Competency Workshops
- Coaching
- Mentoring
- Transition Circles
- Leadership Conferences
- Assessments
- Action Learning Projects
- Building a Network of Strategic Supporters
- "Fireside Chats" with Key Leaders
- Public Relations Training
- Energy Management & Work-Life Balance
- Executive Maturity & Presence

How Do Leaders Learn?

Research suggests a relatively small list of development activities that *really* impact the development of leaders...



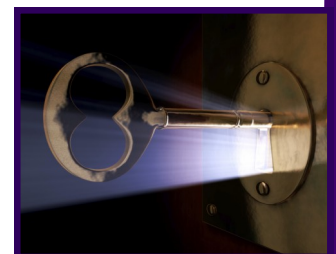
Core Objectives

- Increased Visibility With Leadership Team
- Providing Additional Insights to the Business
- Building the Quality of Professional Network
- Building Competence & Experience as a Leader
- Deeper Understanding of Leadership As a Career Choice

Expected Outcomes

- Improved Leadership Pipeline
- Higher Retention/Lower Churn of High Potential Talent
- Improved Leadership Capability
- Improved Leadership Performance
- Increased Velocity of High Potentials Achieving Their Career Potential

Free Consultation
 Call us directly at
 1-866-9-DISCREET or 1-866-934-7273 ext. 1





The Harvard Business Review reports that more than 70% of newly hired executives leave their position within 2 years of starting in a new company. There are a host of reasons as to why, but studies show that a sound, strategic on-boarding process which leverages an objective 3rd party can have a significant impact in reducing new leader turnover and lengthening tenure in role.

Transition Xpert's coaches partner with your HR staff and company leaders to ensure a positive leadership transition for the new executive on the team.

Coaching Framework

An a-la-carte menu of content & focus areas from which the coachee selects, based on their most urgent personal and professional priorities. The New Leader Framework is designed to:

- Connect their eco-system
- Connect them to critical relationships
- Connect them with the culture
- Connect them with their team
- Connect them to the broader organization
- Connect them to the business challenges
- Connect them to family & external passions

The Benefits

- Accelerating learning, performance and traction during the first year on the job
- Providing coaching and guidance regarding the company's culture and way of doing business
- Discovering relevant resources, information and tools to drive leadership effectiveness and business results
- Allowing the leader a "safe space" in which to strategize acculturation tactics and leverage best practices
- Significantly increasing the chance for transition success and longer tenure in role

Phases of Acculturation



"I Know Where Things Are"

- 1-30 Days
- Very Prescriptive Action Plan
- Focus on opportunity to learn about organization's dynamics and to connect with others



"I'm Scoping Current Challenges, Beginning Strategic Planning, & Making Sense of the Work Landscape"

- 30-90 Days
- Develops initial business plans
- Begins to develop relationships & network
- Begins to have insight into culture



"Do I Really Belong & How Can I Make An Impact?"

- 90 Days to up to 1 year
- Executing strategies
- Building networks
- Understands barriers to organization's goals
- Begins to influence others to change

Free Phone Consultation

Register for a free consultation appointment online at www.transitionxperts.com/contact.html or call us directly at 1-866-9-DISCREET or 1-866-934-7273 ext. 1

A Sample of Successful Best Practices

- "New Leader Unplugged"- Peer feedback from those both internal and external to the organization
- Learning Circles- Small group peer coaching experience, based on current coaching goal priorities
- New Leader Survival Tips





“Breakthrough” Problem-Solving At It’s Best

Transition Circles are a powerful, cutting-edge peer coaching session where small groups of employees or individuals work together to solve their individual most urgent business challenges or professional/career priorities, ultimately “*transitioning*” from the status quo to significant forward movement. Participants are able to deepen their network, receive fresh ideas to problem-solve coaching goals, and learn from others’ insight & expertise. Also a great vehicle for task force & leadership development initiatives.

SAMPLE OF CIRCLES DESIGNS

- Problem Solving (business or personal)
- Organizational Change Task Force
- Networking
- Training Reinforcement (applying to current job)
- Leadership/Management Development
- Affinity/Diversity Group Empowerment
- Team Building
- Career & Professional Development
- Entrepreneurship Skill Building



EXAMPLE ROLES OF CIRCLES

(Customized Based On Goals of Circle Design)

- Building strong internal networks
- Linking formal learning with on-the-job experiences
- Increasing cross group collaboration
- Sharing support and accountabilities for results
- Customizing action and learning plans
- Individuals taking accountability for actions to be taken after circle meeting

ADVANTAGES OF PEER COACHING GROUPS VS 1-ON-1 COACHING

- Easier, more cost effective way to offer coaching to more people
- Participants often receive more diverse forms of feedback, views, opinions, and perspectives
- Along with getting coached, participants develop core skills in coaching
- Peer coaching more closely resembles the real-world team-based nature of how work gets done.
- Supports adult learning. Adults learn by applying new information to a current, major need & by exchanging ongoing feedback with others

SAMPLE COMMENTS BY PARTICIPANTS

- **Accountability:** “I feel like I’m letting my circle down when I don’t take my actions or help other members.”
- **Mentoring:** “I’ve learned to better understand my people’s needs and how to help support them.”
- **Cost Savings:** “I can think of at least \$25K that my organization did not have to spend because of questions addressed in a circle meeting.”
- **Knowledge:** “I’ve got received a great amount of substantive knowledge about management issues; my other stuff ends up on a bookshelf somewhere.”
- **Networking:** “It is difficult to establish deep relationships organically. This forum allows collegiality to flourish.”
- **Problem Resolution:** “I’ve gotten through several tough issues and this has helped me get a lot done.”
- **Professional Development:** “This has made a huge difference in my ability to see my role in perspective and my take on leadership; my work and comfort level have improved considerably from this experience.”
- **Safe Environments:** “I can say things here that I can’t say elsewhere; I feel safe.”
- **Renewal:** “ This is the best burnout prevention I can imagine.”

EXAMPLE OF GOALS MET & PROBLEMS SOLVED IN CIRCLES

- I am having trouble delegating tasks to my team. Where do I start?
- We need some strategies to develop new forms of revenue. How should we do it?
- My board is not as effective as I had hoped. How can I change this?
- I am involved in a major reorganization and it is not working well.
- I am stuck under a boss who does not understand what the team needs to execute.
- I want to be promoted.
- Should I stay in this job or go?
- I’ve just been let go from my job. What should I do now?
- I have an idea about starting my own business. What should be my sales strategy?

Bring Transition Circles To Your Organization!

Free Phone Consultation

Call us directly at

1-866-9-DISCREET or 1-866-934-7273 ext. 1





Featured Offerings

TRANSITION CIRCLES: A powerful, cutting-edge peer coaching event where small groups of employees work together to solve their most urgent business challenges or professional/career priorities. Participants are able to deepen their network, receive fresh ideas to problem-solve coaching goals, and learn from others' expertise. Also a great vehicle for task force & leadership development initiatives.



Workshops

EXECUTING THE SEPARATION PROCESS



Almost every manager, no matter their rank in the company, is extremely uncomfortable when it comes to the act of terminating an employee. Training for this skill is rarely offered and most managers are skill deficient when it comes to this area of expertise, yet the incorrect handling of a termination could cost a company hundreds of thousands of dollars in lawsuits, lost sales, and/or lost productivity. And how does one determine if NOT terminating is the right decision?

Transition Xperts gives managers, employees and HR professionals concrete tips for properly navigating through employment separations, while maintaining the dignity, morale and productivity of all involved. Managers learn how to deliver tough conversations, while keeping their legal risk low. Employees learn how to properly communicate and handle employment transitions without jumping ship or disengaging. And HR professionals learn how to support both groups of people through training, mentoring and coaching.

MANAGE EM' UP OR OUT!

Do you have poor performing employees who are literally at the end of your tolerance rope? A step-by-step outline will be discussed on how to legally manage an employee's performance up to an acceptable level or manage them out of the business.



Participants will learn the root causes of non-performance and how to ensure they follow all federal, state, and local law requirements (avoid claims of bias due to Title VII, ADA, pregnancy, age, etc.) to avoid wrongful termination lawsuits. One mistake could land you in a nasty legal battle and cost the company hundreds of thousands of dollars! Arm your team with the knowledge of how to balance treating the employee fairly vs executing the right actions for the business.



SO, YOU THINK YOU WANT TO BE A MANAGER?

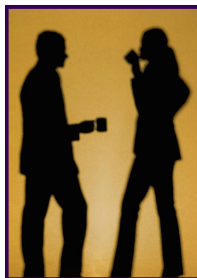
One of the most difficult transitions one can make is the leap from an individual contributor to a manager of others. Few courses give high performing individual contributors a preview into the expectations of being a manager before they actually take the leap. This training actually gives participants a chance to be a "manager for a day" and helps them decide whether the management career track is the right one for them.

Participants leave the course with additional knowledge and skills and a boost to their morale. The worst thing that could possibly happen is for a previously high performer to be placed in a situation which does not match their skill sets and would potentially cause them to leave the company. What an unnecessary impact to individual & team

morale, business productivity, and the bottom line!

THE POWER OF COFFEE & COCKTAILS IN CATAPULTING YOUR CAREER

Wish you had a dime for every time you heard the word "networking" or for every business card which is collecting dust in your desk drawer? Everyone knows how critical networking is, but how does one go about facilitating the movement of a professional contact to becoming a true strategic supporter? This workshop will teach participants the phases of the networking continuum, how to accurately assess the right individuals to add to one's networking list, how to accelerate the deepening of the professional relationship, and how to effectively maximize time dedicated to networking.



Transition Xperts Booking Details

The featured offerings are designed as a full day (4-6 hour) session. They can also be customized for a 1-3 hour workshop/ breakout session format.

Delivery Options

In-house company sponsored session; Workshop or Breakout sessions during association, membership, or company meetings

Policies & Fees

Base Fees are determined based upon venue, number of participants, and program customization. Requires reimbursement for any travel expenses incurred. Please call for a free quote.

Payments may be made by check (made payable to Transition Xperts), Money Order, PayPal, Visa, MC, or Amex. A signed speaker contract & deposit must be in place within 60 days of the engagement. This document outlines all employment understandings and cancellation policies.

We look forward to exploring future opportunities with your organization!



Transition Xperts would be honored to conduct any of a variety of career transition and/or organizational transition workshops which would be of benefit to the members of your organization. A sample of customizable offerings is highlighted below:

Workshop Title: 5 Critical Mistakes Restructuring Organizations Make & How to Avoid Them

Topic: Organizational Restructuring & Re-alignments

Research shows that over 90% of organizational realignments do not achieve the fully intended goals of the restructuring initiative. This is due to a variety of reasons, which largely fall under the umbrella of sound organizational planning and execution & the handling of the “unexpected” obstacles along the way. Unfortunately, execution excellence of organizational realignments is a rarely taught skill. Yet there are some key actions which must occur in order for any such initiative to have a chance for sustainable, long-term success.



Transition Xperts gives leaders and HR professionals concrete tips for properly avoiding some of the most common execution mistakes which make successful realignments impossible.

Workshop Title: 5 Reasons Why Typical Performance Management Does Not Work & How to Counteract Them

Topic: Performance Management

Very few employees come to work to purposely do a bad job. But somewhere between the time when they were initially hired & now, a mismatch between their competencies and the requirements of the job has occurred. If it is determined that the business cannot sustain your poor performers remaining in role, how does one expedite either ramping their performance or transitioning them out of their current role?

Although coaching, performance plans, and documentation are extremely important, there are 5 key reasons why typical performance management does not work and why employees become litigious. Transition Xperts shows HR staffs and people managers how to counteract the true underlying factors of poor performance and increase chances for a positive resolution.

Workshop Title: Turbo-Boosting Your Performance— 5 Critical Factors Which Accelerate Professional Development, Capability, & Readiness for Roles of Increasing Scope and Responsibility

Topic: Professional Development

Are you “promotion ready”? Most professionals fail to realize that building a case for readiness for a more advanced role actually begins up to 18-24 months before the potential for consideration occurs. Learn what research shows are the top activities in which one should be engaged in order to accelerate readiness for a role of broader responsibility and how to build them into your current professional development plan.

Workshop Title: 5 Critical Activities to Ensure a Successful Jump Start Into a New Role

Topic: New Leader/New Role Assimilation

Assessment of one’s performance in a new role begins on Day 1 on the job. Immediately, superiors, co-workers, and subordinates begin assessing your fit & potential for positive impact on the organization. The time to prepare for a potential new role is before you receive it. This workshop will teach participants what they can do today to begin planning how to execute the most critical activities which will help them quickly & successfully ramp into a potential new role. Tips regarding how to efficiently assess the current organizational state, gain organization and key stakeholder buy-in & support, and build a strategic assimilation plan will be discussed.

Transition Xperts Booking Details

The featured offerings are designed as a 1-3 hour workshop/ breakout session format. They can be customized to full-day (6 hour) sessions.

Delivery Options

In-house company sponsored session; Workshop or Breakout sessions during association, membership, or company meetings

Policies & Fees

Base Fees are determined based upon venue, number of participants, and program customization. Requires reimbursement for any travel expenses incurred. Please call for a free quote.

Payments may be made by check (made payable to Transition Xperts), Money Order, PayPal, Visa, MC, or Amex. A signed speaker contract & deposit must be in place within 60 days of the engagement. This document outlines all employment understandings and cancellation policies.

We look forward to exploring future opportunities with your organization!



Karan Rhodes **CEO & Chief Employment Transition Consultant**

Karan Rhodes is the CEO & Chief Employment Transitions Consultant for Transition Xperts, an organizational change & employment transition consultancy.

Beginning her career as a strategic human capital consultant, Karan brings her passion regarding the way people and organizations transition, develop, evolve, and grow in the workplace. Transition Xperts partners with organizations to execute positively-perceived company re-organizations and performance management initiatives.

Karan is also the Director of High Potential Leadership Programs for the Americas Region (United States, Canada, and Latin America) at the Microsoft Corporation. She is responsible for leadership development and leader capability for the top 4% of leaders at Microsoft, all who have been identified on succession slates for key roles of global responsibility within the organization. She oversees all elements of talent identification, management, development, culture, and change leadership within the Americas Region. She also plays a key role in a number of global Microsoft initiatives.



Karan Rhodes

Immediately prior to joining Microsoft, Karan was a Regional HR Director at AT&T and formerly held numerous positions of progressively increasing responsibility in a number of Fortune 500 companies. She was also named one of 2007's 25 most influential women in Atlanta by Rolling Out Magazine and has been called upon as an expert panellist by major news organizations and magazines. She is a member of and actively involved in the Society of Human Resource Management, the Association for Corporate Growth, the American Society for Training and Development, and the National Association of Female Executives. Karan is also on the board of directors for the Gwinnet Pearls of Service Foundation, Inc. and supports numerous non-profit charities.

She holds a Bachelors in Industrial/Organizational Psychology from the University of Georgia and a MBA with a double concentration in Human Resources & Marketing from Florida State University. She has also obtain her Senior Professional in Human Resources certification, along with other certifications in coaching, project management, organizational effectiveness, and organizational design.

With over a decade and a half of experience, Karan continues to have a passion for aligning people with business strategy, and helping all parties navigate their way through the complex world of workplace dynamics & change. She thrives on helping people overcome temporary professional setbacks by refocusing them so they can realize their full potential.

Karan resides in the metro-Atlanta area with her wonderful husband Victor, adorable daughter Alexis, family dog Ollie, and a host of extended family and friends. In her downtime (is there ever any?), she loves surfing the net, enjoying dinners with family and friends, watching movies, listening to jazz, and giving back to the community.

**"Vision without
action is a daydream.
Action without vision
is a nightmare."
--Japanese Proverb**



Brenda Fannin– Chief Strategist

Brenda Fannin is Chief Strategist for Transition Xperts, an organizational change & employment transition consultancy.

Brenda specializes in coaching professionals and organizations through the process of change. She has more than 20 years of experience working for Fortune 100 high-tech companies and has managed multiple organizations around the globe in the areas of organizational change management, marketing, sales, finance, and process improvement.

While working a full time job, Brenda began to pursue a passion. She began creating personal strategic plans for professionals and entrepreneurs to achieve their next level of success. After more than 10 years of pursuing this passion, she began to notice that her clients were seeing real big results! They started moving rapidly within their organizations and getting the career they always wanted by working in their desired field.

So, it was the big shifts she saw in the lives of her clients that made her realize she had to pursue her passion for professional coaching with much more intention.



Brenda Fannin

Diligently, Brenda began to hone her craft and quickly realized that simply creating and managing life strategies for her clients was not enough. To make sure her clients actually achieved lasting results, she had to teach them how to make life changes by teaching them how the change process works. This is when she became a change expert.

Now Brenda specializes in creating change strategies for professionals, entrepreneurs, and organizations, both large and small. She has consulted several large organizations through all phases of change due to corporate restructures, rightsizings and merger & acquisitions.

Brenda has a Bachelor of Science degree in Business Administration from Georgetown University with major in Finance and a minor in Computer Science. She also has an MBA in Organizational Management from the University of Houston. Brenda will complete her certification to become an accredited Professional Coach in July of this year.

Brenda spends most of her time in Atlanta but travels extensively for work and play. Brenda is an avid reader who loves nothing more than a great historical fiction. She has a passion for all forms of art, especially theater. She also enjoys scrapbooking, knitting and crocheting. Brenda is a certified scuba diver and although she has gone on several night dives, she has never seen a shark; at least not the kind that swims in the ocean.

**“We must be the
change we wish to see
in the world.”**

Mohandas (Mahatma) K. Gandhi