

# CATHEXIS

## ORGANIZATIONAL PERFORMANCE SERVICES

*Leading an organization requires strategy, effective communication, coaching, and commitment to execution. Elevate your organization, culture, and performance.*

### PARTNERING FOR EXCELLENCE

#### COMMON CHALLENGES

#### HOW CATHEXIS HELPS

Identifying organizational needs and understanding the limitations of the workforce



CATHEXIS assesses the organization by taking a **comprehensive** approach to identifying challenges and delivers an **Organizational Development Plan**

Evolving leaders and teams to be resilient and lead through change positively



CATHEXIS provides **executive coaching** and **support** to evolve leaders to adapt to change and manage teams using leadership competency benchmarks and emotional quotients

Utilizing resources and skillsets in an effective manner to avoid repeated organizational issues



CATHEXIS reviews organizational implementation of processes and conducts **root cause and gap analyses** develop a **methodological** and **strategic path forward**

Reaching target audiences to enable strategic plans, effective change management, and organizational alignment



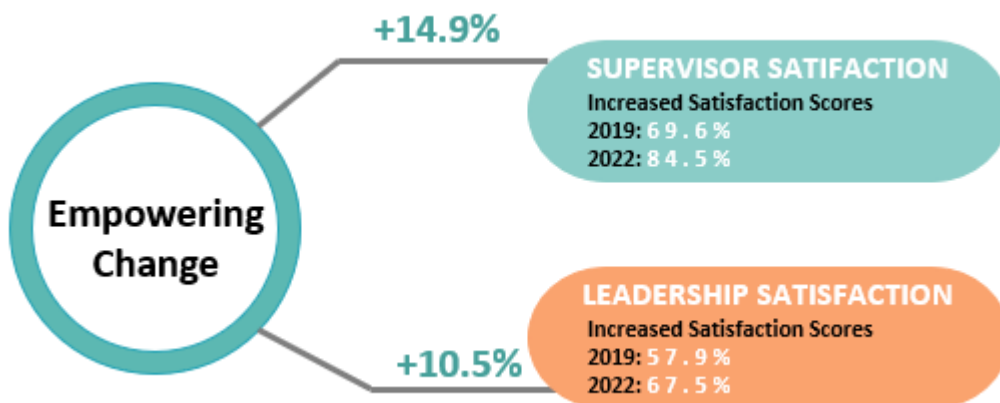
CATHEXIS works to **understand client needs** and **conducts market research** and **smart analysis** to provide effective multi-layered communication plans

### CATHEXIS CASE STUDY

#### CLIENT CHALLENGE

Evaluating the systemic problems within their organization to strengthen leadership and management teams

1. Analyze the Federal Employee Viewpoint Survey (FEVS) on an annual basis to make data-based decisions, informed solutioning, and benchmarking
2. Over 10% increase in employee satisfaction with their direct supervisors and leadership



#### CATHEXIS DELIVERED

CATHEXIS partnered with the client executive leadership team to review and analyze FEVS report to make data-driven decisions to improve workforce engagement and implement effective and strategic processes the workforce positively responds to.

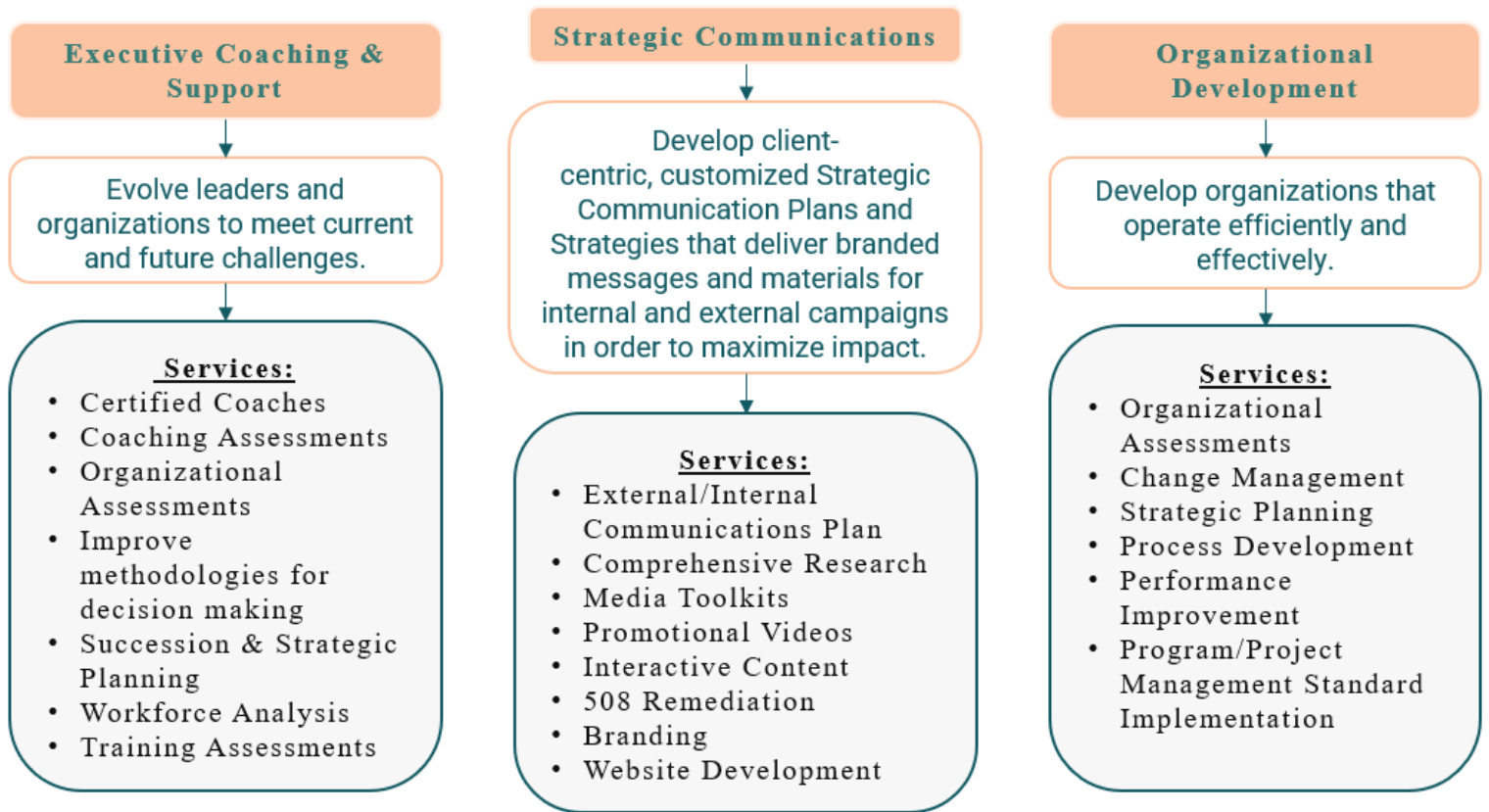
### LET US HELP YOU

As an SDVOSB, we deliver the personal service and adaptability that you need. As experts in Coaching, OD, and Strategic Communications, we deliver the expertise and innovative solutions that will drive your organization forward. Call us to get started!

### ORGANIZATIONAL PERFORMANCE SERVICE OFFERINGS

#### ORGANIZATIONAL DEVELOPMENT | STRATEGIC COMMUNICATION | COACHING

Today’s organizations require an active understanding of the work to be done today and tomorrow, the skills needed to get that work done, the skills of the current workforce, and the training or hiring that needs. Leaders must have the adaptive skills to inspire and drive outcomes. Teams need to work efficiently regardless of work location or background. Executives must effectively develop and communicate strategic plans, initiatives, and change throughout departments and customers. CATHEXIS partners with our clients to ensure successful execution every step of the way! Our experts provide coaching (individual and team), organizational design, outcome-driven plans, marketing and communication materials, and results analysis that enables effective change. Our personalized assessments and plans deliver customized solutions that drive performance. We enjoy partnering with leaders to develop meaningful cultures and tangible results.



### HELPING CLIENTS TRANSFORM

**Client:** Federal Aviation Administration (FAA)

**Services:** Strategic Planning, Strategic Communication, Organizational Design & Development, Process Improvement, Executive Coaching, Functional and Process Analysis, Project Management Implementation, Business Planning

**Audience:** Executive Leadership, Government employees

**Scale:** 45,000-person organization

**Client:** Department of Veterans Affairs (VA) Outreach, Transition and Economic Development (OTED)

**Services:** Strategic Communications, Social Media Campaign, Communication Plan, Branding, Media Toolkits, 508 Remediation, Video Production

**Audience:** Transitioning Service members, Veterans, their families, and survivors

**Scale:** Every transitioning Service member (approximately 200,000 per year)