

Start Up to Scale

You're ready for the next level. Are your people and organization?

The best leaders and smartest companies know that even the best laid products, services and plans can't scale effectively without powerful organizations and engaged people to drive growth, navigate change, and deal successfully with the inevitable bumps - and sometimes, crises - along the way.

There are two ways to attempt to grow. One is ad hoc. The other is more proactive, planned and predictable.

We're here to guide you through the second approach - a structured process that reduces stress and optimizes your chances for success.



Let's partner to build a next level organization that will power your growth and develop high performing leaders, managers, employees and teams that can help you achieve all you are capable of.

A Proactive Approach to Scale

Scaling effectively requires a focus on 6 aspects of growth - 3 are strategic and 3 focus on people. We guide you through each one, providing customized insights, tailored training, powerful coaching and expert consulting services that help you develop the organization of your dreams and the people who will take you to the next level.



Design a Roadmap

Change is hard. It's easier when you have a clear vision, goals, objectives and roadmap for transforming your org.



Amplify Your Leaders

It all starts at the top. We develop exceptional leaders and high performing executive teams.



Define Your Culture

Growth will stress your culture. We help you codify and embed who you are and what you stand for.



Develop Your Managers

People leave managers, not jobs. We develop managers who excel at driving retention and performance.



Develop Your Organization

From hiring to performance reviews and everything in between, mature orgs leverage codified systems and structures.



Unleash Your People

Your greatest untapped resource is right under your nose. We coach and train your people to be their best.

“I really appreciated how much The People Piece understood about our situation. They spoke our language and really seemed to understand what our company stands for and how we like to do business. The entire engagement felt customized to our needs.”

- Holly McHale, Learning and Development, Index Exchange

Three Ways to Engage

From our first meeting through each major milestone, we are true partners who get to know you, tune our approach, and stay deeply committed to your success. We offer three high-level ways to engage and then customize our approach to your specific needs, objectives, realities and budget.

SPARK

This is the 'let's get going' option. We will:

- Assess the organization's capabilities
- Customize a 9-month roadmap
- Make recommendations to leadership
- Facilitate our Manager Essentials program
- Provide your managers with access to our microlearning video tools
- Run your leadership team through team performance assessment
- Run a strategic off-site with your executive team
- Run quarterly webinars for your entire company
- Engage in 2 organization development projects
- Provide cadenced access to your People Piece advisor

Timeframe: 9 months

GROW

This is the 'roll-up-your-sleeves' and make headway option. We will:

- Assess the organization's capabilities
- Customize an 18-month roadmap
- Make recommendations to leadership
- Facilitate our Manager Foundations program
- Run your leadership team through a team performance assessment
- Run two strategic off-sites with your executive team
- Consult and partner with company leadership / HR on an ongoing basis
- Provide leadership coaching to a targeted set of leaders and managers
- Provide all company leaders + managers with access to our microlearning video tools
- Facilitate a company-wide culture kick-off event
- Run engaging sessions twice quarterly for your entire company
- Engage in 4 - 5 organization development projects
- Provide consistent access to your People Piece advisor

Timeframe: 12 - 18 months

TRANSFORM

This is the top-to-bottom, soup-to-nuts, 'let's get it done' option. We will:

- Assess the organization's capabilities
- Customize an 18-month roadmap
- Make recommendations to leadership on an ongoing basis
- Facilitate our Manager Comprehensive program
- Run your leadership team through a team performance and 360 assessments
- Run three off-sites with your executive team focusing on strategy, performance and trust
- Facilitate targeted trainings for your leaders on change leadership, coaching and other topics
- Consult and partner with company leadership / HR on an ongoing basis
- Provide leadership coaching to all leaders and managers
- Provide all company leaders + managers with access to our microlearning video tools
- Facilitate two company-wide culture events
- Facilitate programming for high-potential employees
- Run engaging sessions twice quarterly for your entire company
- Engage in 6 - 8 organization development projects
- Provide comprehensive access to your People Piece advisor

Timeframe: 18 - 24 months

“The People Piece did an excellent job of engaging all members of the team and helping us understand how to grow and succeed as an organization.”

- Dave Sobeck, Vice President, Carollo Engineers

Sample Organization Development Projects

- Assess and evolve organizational roles and org chart
- Determine the right fits for each role
- Build out hiring and onboarding processes and templates
- Define manager and leadership competencies and expectations
- Assess and optimize workflow efficiency
- Develop performance reviews and talent management processes
- Develop a system for succession planning
- And more...

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At The People Piece, our mission is to unlock the potential of your leaders, employees, organizations and teams through results-driven, customized development. Our solutions foster the healthy communication, collaboration, and human-centered leadership needed to transform workplace challenges into exceptional performance.



WHO WE ARE

We are a holistic people and culture consultancy with experience across industries and sectors that partners with values-driven organizations to assess challenges and opportunities, craft strategies for improvement, and design and deliver impactful coaching, training, and team facilitations that build trust, optimize performance and enable scale.



“The People Piece are phenomenal. They are thoughtful, purposeful and truly intentional when speaking and engaging with the teams. They take the time to listen and incorporate what you are going through and feeling as if they are going through it with you. I felt there was not a question or comment that they didn't take lightly as you can tell they personally wanted to see you succeed as you wanted to. Can't recommend them enough.”

The People Piece | Your People + Culture Development Partner

The People Piece webinars, workshops, events, coaching, consulting and development programs support leaders, managers, employees and teams to do their best work together while staying productive, innovative, inclusive and balanced.



Webinars and Workshops

Our webinars and workshops provide insight and practical skills through an engaging combination of valuable content, interactive chat + Q/A, and tools for personal application.
60 minutes - full day, virtual or in person.



Off-Sites and Events

People Piece events, on-sites and curated, off-site retreats provide outstanding, custom experiences that marry fun, connection, purpose and business outcomes.
Half day to 3 days, virtual or in person.



Coaching and Consulting

Our experienced and insightful coaches help unleash the potential of leaders, managers, groups, and teams.
3 to 9 month programs for employees, managers, leaders and executives.



Programs and Initiatives

Our comprehensive, tailored programs and initiatives leverage assessment, training, application, toolkits and group and individual coaching to support leaders, managers, organizations and teams to be their best.
3 to 9 month engagements, virtual and/or in person.

“The People Piece did an excellent job of listening and gauging where our team was at and what our team needed. The activities were thoughtfully chosen based on our needs and facilitated with clarity and direction.”

- Mary Steves, Learning and Development, Intuit