



2008 Year in Review

Continuing Collaboration with Leading Organizations

As 2008 came to an end, we felt compelled to spend some time reflecting on all the rewarding work we were involved in with our client partners. Although many of the 40 plus organizations we worked with this last year are not mentioned here, we wish to thank all of those who we have had the pleasure of working with in 2008.

Over the past 25 years we have had the opportunity work with thousands of leaders from some of the top organizations in the country. In 2008, we put this collective experience to work and developed a comprehensive applied learning experience that helps leaders meet today's challenges in effectively engaging employees. The **Engaging Leader Series (ELS) was introduced at Briggs & Stratton** early in the year and we are in the midst of working with a second group of leaders. A key component of this training is a capstone project that requires participants to put newly learned leader skills to work while making significant business contributions.

Our work in leadership wasn't limited to ELS. We provided **Leader 360 Assessments and Coaching** to leaders in a number of organizations including **US Cellular, TDS, HospiceCare** and the **Milwaukee Public Schools**. This past year we also began two large leader development initiatives that continue into 2009 - one for Physician Leaders at **Meriter Hospital** in Madison and another targeting all leaders at **DRS Power & Control Technologies**.

Our work to help build organizational capacity and capability in managing change continued in 2008. Anticipating making major technological changes, **Children's Hospital and Health System** in Milwaukee called on us to partner with them to provide **change management consulting and training services** to over 300 patient care supervisors, manager and directors and provide coaching to executives leading teams at the epicenter of some of the larger change initiatives. This focus on change management training for leaders has continued with a well known Milwaukee-based Financial Institute, this time targeting project leaders, change consultants, sponsors and other leaders in their IT organization on topics ranging from the psychology of change to engaging others in change using a variety of simple, yet powerful facilitation tools.

Over the years a core competency of Howick Associates has been our ability to merge our expertise in change management, adult learning and group dynamics to help organizations effectively engage the right people in solving a key organizational issue or take advantage of a business opportunity. In 2008, we were able to bring these skill sets together in 12 projects at **SC Johnson**, where separate initiatives in manufacturing, marketing, sales and cross-functional product teams resulted in tangible outcomes.

Several years ago, at the request of several of our clients, we designed training to develop internal consulting skills. In five years, several hundred HR, Training and Organizational Development leaders and staff have participated in our **Internal Consulting for Results (ICR)** training. In 2008, staff from twelve organizations including **Abbott Labs, Time Warner Cable, WE Energies, Metavante and UW Credit Union** participated in this learning experience. We also developed and successfully delivered a web based version of ICR to participants located all over the globe and broadened the targeted audience to include IT, Marketing and Sales and other shared services. In addition, we created a **blog** on our website this year to provide on-going learning and support for past ICR participants.

We have been very fortunate to be part of the Madison and greater Dane County communities for almost three decades. This year we were able to work with several local organizations that help make this area unique including the **Overture Center for the Arts**, the **Madison Children's Museum, Thrive**, and the **DeForest Area School District**.

We are excited about 2009 as we continue our support of clients in the achievement of their strategic goals by providing:

- **Web based learning experiences** on **Virtual Meetings** and **Internal Consulting for Results**
- Continued expansion of our **change leadership** and **coaching services**
- An **assessment/mapping process** to help organizations improve their approach to leadership development
- Facilitation support for **HR planning and strategy development**
- Exclusive **learning experiences** for OD practitioners in an informal setting

Also, recognizing the accelerated pace of change many organizations are experiencing due to the economy, we will be periodically sending out some of the **change management tools** we have found to be effective in helping leaders and employees manage change. We hope you find them useful.

Thanks to all our 2008 clients for your confidence in us and the spirit of partnership we've enjoyed. Best wishes for a successful and prosperous New Year!

From all of us at Howick Associates