

Today's highly competitive business environment requires responsive organizational structures and effective human resource management to meet business goals.

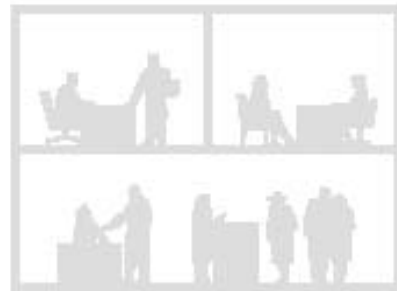
The successful organization must clarify performance objectives, deploy its strategy, and design and implement the organizational changes required for making it happen.

Clifton L. Smith, Inc.'s highly skilled professional consultants have outstanding organization development backgrounds that can help you succeed in becoming a high performance organization.



Our firm looks beyond the traditional methods for managing organizational transitions by helping our clients install learning processes that prepare them to change themselves on an on-going basis in response to their dynamic environments.

**CLIFTON L. SMITH, PH.D.**  
**PRESIDENT**



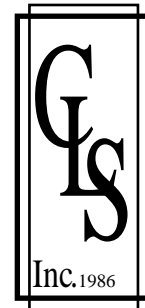
**CLIFTON L. SMITH, INC.**

**MANAGEMENT & ORGANIZATION  
DEVELOPMENT CONSULTANTS**

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***DOES YOUR  
COMPANY  
NEED AN  
ORGANIZATION  
DEVELOPMENT  
PROGRAM?***



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## IT DOES IF ANY OF THE FOLLOWING EXIST :

- Leadership must set a clear direction, , and build global teams
- Leadership must effectively measure corporate performance
- Employees are not functioning effectively on self-managed teams
- Organizational interfaces require more effective partnering with customers/suppliers.
- Your organization must reduce costs, improve productivity and maintain quality.
- Your organization must be redesigned in order to improve organizational performance
- Your company must successfully integrate new resources from corporate mergers/acquisitions
- The quality of your products and services needs improvement.
- Your company is faced with increased competition and declining market share.
- Your industry is faced with rapid technological change.

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## CLIFTON L. SMITH, INC.:

The management and organization development consulting firm, that can support your company in meeting its current and future challenges. It offers its clients strategies that enable them to change themselves in ways that will increase customer satisfaction, enhance employee commitment, and build effective partnerships with suppliers: *Programs For The Twenty-First Century Business.*

### MANAGEMENT AND EMPLOYEE DEVELOPMENT CUSTOMIZED OFFERINGS:

WORKSHOPS FOR THE SELF-DESIGNING ORG.  
LEADERSHIP AND SUPPORT FOR THE SELF-  
MANAGING WORK TEAM  
APPLIED STRATEGIC PLANNING WORKSHOPS  
MANAGING INTERORGANIZATIONAL CONFLICT

### STANDARD OFFERINGS:

360° FEEDBACK WORKSHOPS  
MANAGING EMPL. PERFORMANCE AND CAREERS  
CONSULTATION SKILLS WORKSHOPS FOR  
INTERNAL AND EXTERNAL SERVICE DELIVERY  
MANAGEMENT ORGANIZATIONAL AND BUSINESS  
IMPROVEMENT SERVICES TO AGENCIES OF  
GOVERNMENT

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## ORGANIZATION DEVELOPMENT

MEASURING CORPORATE  
PERFORMANCE

ACQUISITION/MERGER INTEGRATION  
BUILDING GLOBAL LEADERSHIP  
TEAMS DEVELOPING  
SELF-MANAGING &  
SELF-DESIGNING TEAMS



TRANSFORMING TO A HIGH  
PERFORMANCE ORGANIZATION

EMPOWERMENT EVALUATIONS  
PROGRAMS FOR MANAGING PROCESS  
QUALITY IMPROVEMENTS

MANAGING DIVERSITY  
ACTION RESEARCH  
INTERFACE MANAGEMENT  
PROCESS CONSULTATION  
EXECUTIVE CONSULTATION  
APPLIED STRATEGIC PLANNING

MANAGING INTERORGANIZATIONAL  
CONFLICT

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