



View Beyond LLC provides short-term, flexible Organization Effectiveness programs and services

We know your business never sleeps

We work with HR leaders who need to deliver Organization Effectiveness solutions while:

- They are trying to recruit professionals to deliver the work
- Their current team members do not have the necessary capabilities/experience
- They know that there will be no ongoing need beyond this intervention

We ensure delivery, and minimize distraction, so that you can continue to strengthen the effectiveness of your business *despite* short-term obstacles.

We focus on doing the right things...

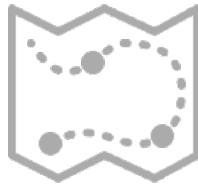
Our success rests upon delivering work that helps our clients succeed. To do this we follow 2 simple principles:

1. Do work that works



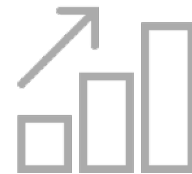
Short-term

Typically less than
6 months



Specific

Clearly-defined
scope and goals



Value-driven

Solutions tailored to
your needs & budget

2. Do work that we love doing



Assessments
& Surveys



Project & Program
Management



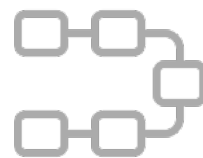
Workforce
Planning



Data & Analytics



Change Management



Process Design

CASE STUDIES

Case Study 1: Design & Implement Workforce Planning at a medium-sized Biotech

Client wanted to introduce holistic workforce planning approach and build capability of HR/OD - requisite that it be practical, pragmatic and culturally-appropriate

- Assessed Current State
- Designed Workforce Planning Framework
- Built Workforce Planning Toolkit
- Educated HR/OD team on Framework and Toolkit
- Designed Workforce Planning Dashboard (ahead of Workday implementation)
- Completed Initial Executive Workforce Visioning Meetings to teach HR Business Partners live-time

Case Study 2: Leadership 360° Developmental Assessment for Public Utility

Client wanted to use 360° feedback for the duration of a leadership rotational development assignment (4 leaders, 3 month rotation)

- Designed competency framework
- Constructed 360° tool and report (see appendix)
- Deployed at beginning and end of each rotation - with data/findings comparison
- Summary report of findings across rotations to facilitate subsequent leadership discussions

[View Sample Report \(PDF, 459K\)](#)

Case Study 3: Aggregate and structure Succession Planning data at a global Security Company

Client wanted to capture data from long-form succession planning process

- Designed Succession risk profile (Red-Yellow-Green) and aggregation
- Structured interim database (client-based) to house data and report findings (pending Workday implementation)
- Produced Executive presentations to highlight risk and progress

Case Study 4: Improve Communication Skills in Global Clinical Operations

Client wanted to improve communication skills within ClinOps Leadership Team and across the organization, which was growing and globalizing rapidly

- Facilitated leadership team off-site to examine current communication breakdowns and teach change leadership
- Led and facilitated change readiness workshop for whole organization (60 people, off-site)
- Following year, facilitated personal communication preferences workshop, based around Johari window self-assessment (90 people, off-site)

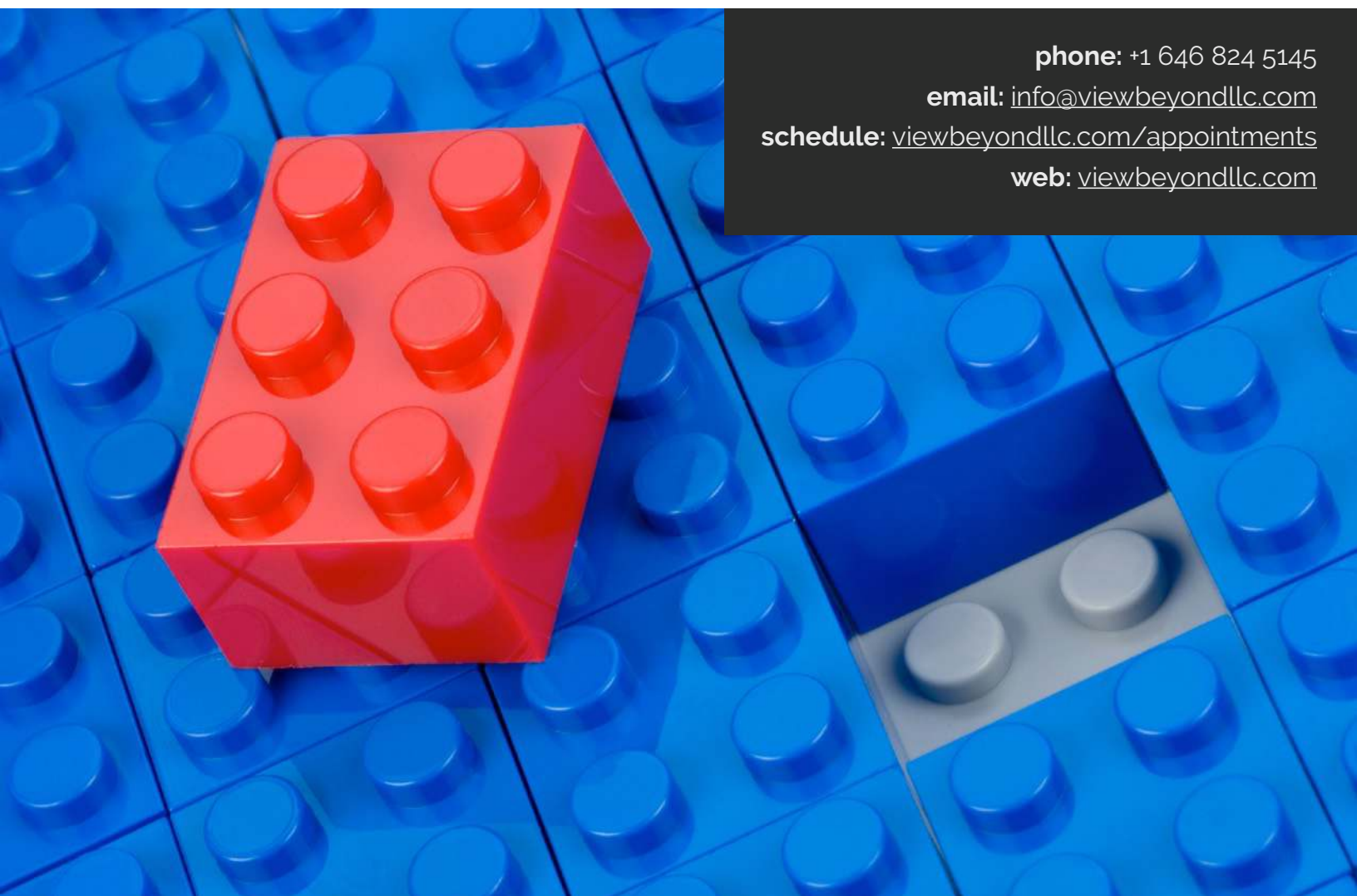
Let's talk

View Beyond LLC provides short-term, flexible Organization Effectiveness services designed to fit specific client needs.

We build long-term partnerships with HR leaders because today may not be the day, but tomorrow may well be.

For this reason, we like to start everything with a simple, no obligation introductory phone call.

We look forward to talking with you to learn how View Beyond LLC's tailored Organization Effectiveness solutions can help you succeed.



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