



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

We know your business never sleeps

We work with HR leaders who need to deliver OE programs while:

- They are trying to recruit OE professionals to deliver the work
- Their current OE staff do not have the capabilities/experience to deliver the work
- They know that there will be no ongoing need beyond this piece of work

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...

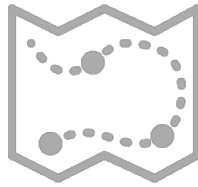
Our success rests upon delivering work that helps our clients succeed. To do this we follow 2 simple principles:

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



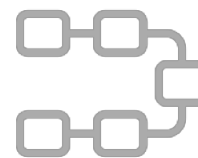
Workforce
Planning



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)

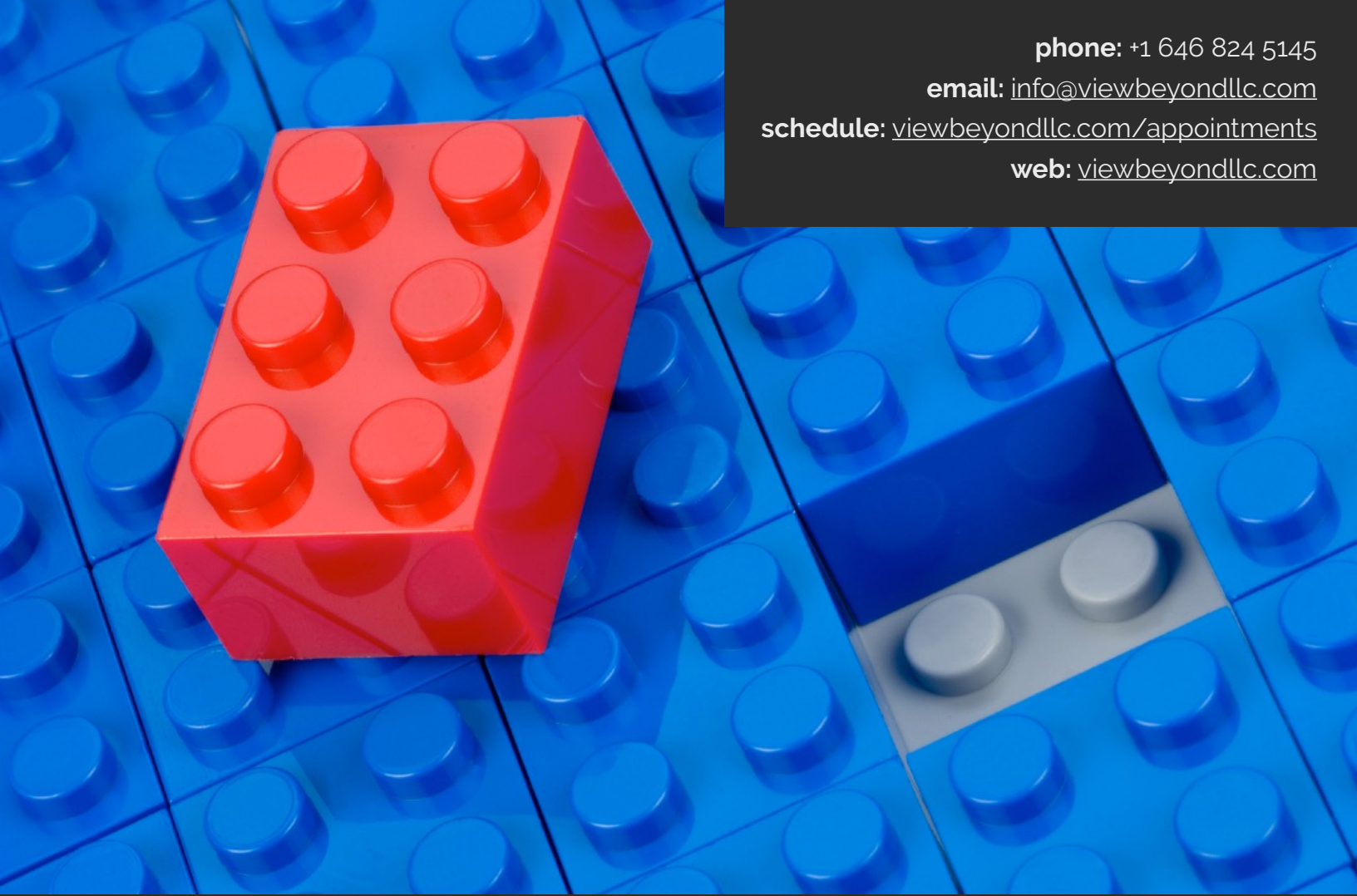
Let's talk

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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