

BACKGROUND ON THE RICHARD BYRD COMPANY

Forty years ago, Dr. Richard E. Byrd, a pioneer in the field of Organizational Development, founded the Richard Byrd Company in the Twin Cities of Minneapolis and St. Paul. Since its beginning, the firm has been helping management with their efforts to improve and pursue their business mission in today's environment of changing markets, advancing technology, deregulation, changing worker values and merging corporations.

Today, clients from every industry and every kind of organization utilize the Byrd Company. Our consultants are steeped in management behavioral and organizational sciences and their applications. Over thirty years of successful service to our clients is testimony to our capabilities.

Our Consultants:

- **Facilitate organizational change.** Rather than designing organization charts or combining balance sheets in acquisitions and mergers, we focus on the people processes. Whether it's culture change, divestiture or reorganization, all call for appropriate change processes. We have a reputation for preventing disasters, assuring success.
- **Facilitate strategic thinking/planning processes** to determine vision, values, guiding beliefs and strategic direction for an organization's future success.
- **Leadership development & coaching** help leaders develop the skills necessary to transform organizations. Many leadership programs focus on managerial skills, focusing on how to do things right. We focus on Leadership Skills, *helping leaders do the right things*. We develop the five necessary competencies for leadership: visioning, self-understanding, empowerment, value-congruence and anticipating skills through our leadership development program and 360 degree feedback. We also are careful to personalize our **coaching program for the kind of success needed.**
- **Create high performance in teams:** executive teams, operating teams, innovation teams, cross-functional teams, sales and self-managed teams. Some are teams of three people; some are teams of 300. High-performing teams are the key to business success today.
- **Drive innovation** with the use of our Creatrix®, program and on-line assessment tool, designed to accelerate the innovative capacity of individuals, teams and organizations.
- **Develop talent and create succession planning processes** that are systematic in their design and execution; creating clear ways to understand and develop talent that is aligned with the organization's vision, mission, values and strategies.

Our Assessments

CLQ—Corporate Leader (360) Questionnaire

Designed to assess a person's capabilities as a leader using five well-established competencies.

MPI – Motivational Patterns Inventory

Designed to stimulate discussion of values orientation. Are you more of a hunter? farmer? shepherd?

Creatrix – Innovation=Creativity * Risk Taking

Designed to assess your creativity and risk taking and the contribution your style brings to an organization's innovative capacity.

Team Effectiveness

Designed to determine how effectively your team works together. Are they a team or just a group? Where do they need to focus to work more effectively together?

Team Player

Designed to determine your style and role on a team and the impact of that style in making effective decisions. Do you have the right players or do you need a different mix?

For further information about our services, contact Jacqueline Byrd, Ph.D. at the Richard Byrd Company at 763.476.5815 or e-mail, jbyrd@rbyrdco.com.