

Helping organizations get unstuck



Navigating the new and hybrid world of work

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CAPABILITIES OVERVIEW



**Change is constant.
Uncertainty is the new certainty.**

How do we adapt, adjust, and navigate through these shifts so you and your workforce can evolve together?



The “future of work” misses the point.



62%

**of U.S. workers agree that work
and career are integrated in
their personal life**



We envision, advise, and inform to help you
create the future of work + the future of life.

Ideal times to work with us

Organizations turn to us when they're facing 1 or more of these challenges:

- Culture and operations are slow to evolve to a more agile, fluid way of working
- Struggling with workforce engagement and productivity
- Difficulty managing across generations and workstyles
- Misaligned/unclear employer brand, including mission, vision, purpose, and values

The Goal is to Develop a Human-Centered, Fluid Organization

THE HUMAN CENTERED & FLUID ORGANIZATION



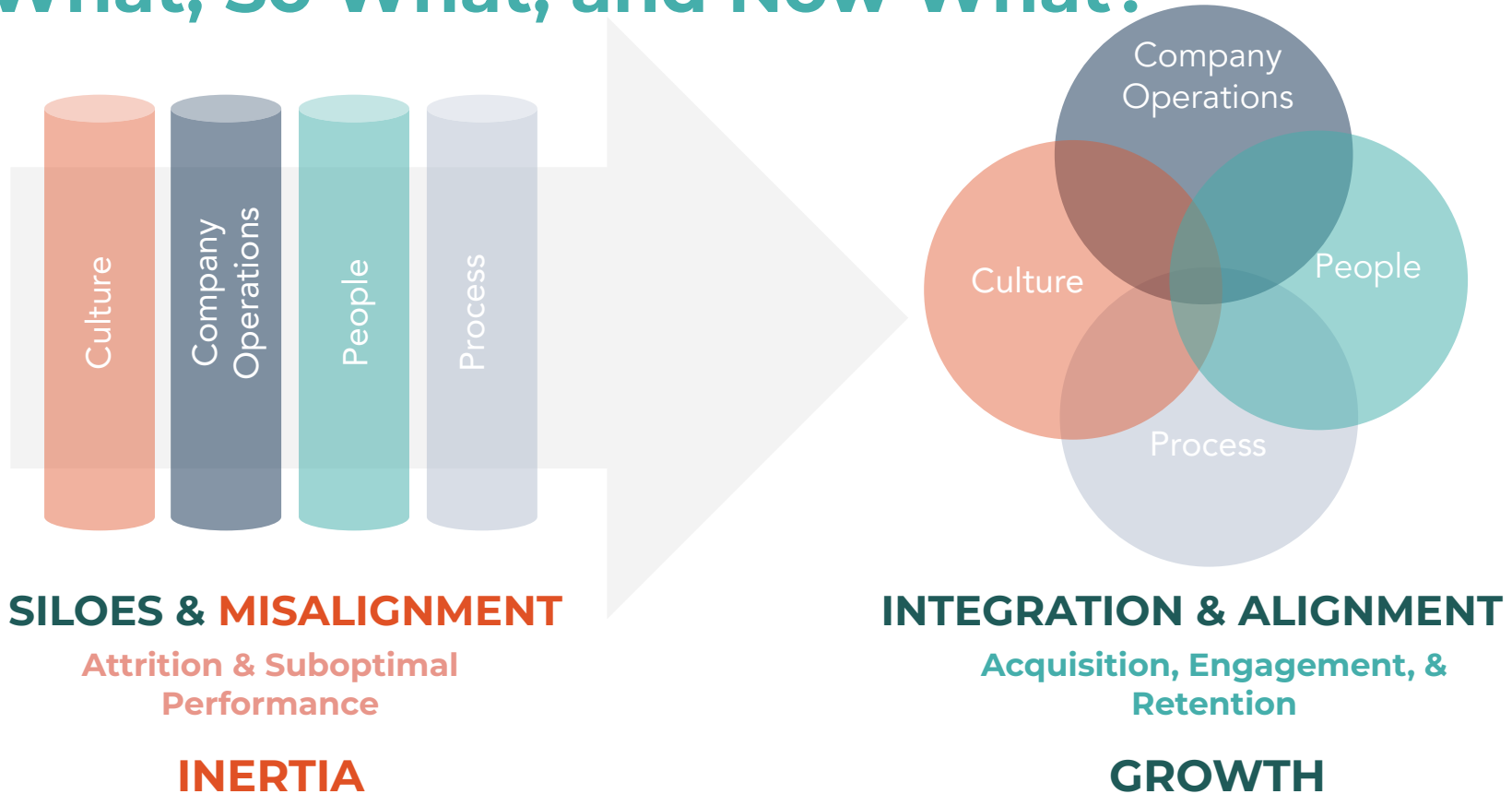
Understanding who is your audience

- People, NOT employees
- People have wants, needs, challenges, and goals

Iteration and Evolution

- Providing continuous improvement to achieve employee goals and company goals

Approach: Bridging the Gap Between the What, So What, and Now What?



What We Do - Voice of the Workforce



Strategic
Consulting &
Research



Executive
Workshops



Speaking
Engagements

Strategic Consulting & Research



When & Why?

- Need to understand how to engage and develop talent more effectively
- Determine what it takes to attract the right talent
- Learn how to implement changes in the workforce

How?

- Executive advisory sessions and strategy development
- Custom Voice of the Workforce research
- Employer brand/value proposition development
- Roadmap development

Executive & Employee Workshops



When & Why?

- Need to develop skills and capabilities of managers and overall workforce
- Looking for an interactive, collaborative approach to solution identification and change management

How?

- Customized leadership development, employee development, and team development
- In-person or remote workshops tailored to meet your needs

Speaking Engagements



When & Why?

- Educate team members on workforce trends and engagement strategies
- Encourage a new way of thinking about Agility and the “Fluid Organization”

How?

- Future of work + life-themed keynotes to share lessons learned from research studies

What They Say



Horasis

"You brought such a great perspective that was so well-received by everyone. I could feel their curiosity and thoughtful energy coming through. The entire session was a success all around!"

"Loved Connie's webinar with us on the future of work. Our audience found so much value in understanding the changes and needs of what people want."

"Connie helped me connect the dots to see the bigger picture of how I need to look at the workforce going forward and what that meant to my business and my people. Truly invaluable perspectives and pragmatic ways to move forward."

"Connie provided great insights in our hiring and retaining talent workshop. We got such great feedback from the various leaders in our portfolio companies that could help them better understand what workers want in this new world of work."

"Connie immediately understood the challenge I was facing with my team with a key initiative I was leading that required a whole new kind of work approach and mindset. She was able to help me see the difficulties they might be facing and helped uncover what was holding everyone back."

Our Team



CONNIE STEELE
Future of Work &
Life Expert



ROCKBRIDGE ASSOCIATES
Research Partner



JOSH STEELE
Business Strategist
& Leadership
Expert

Our Team: Connie Steele



Connie Steele is a future of work & life expert and executive consultant that guides companies and professionals in finding purpose, gaining momentum, and thriving in today's constantly changing and hybrid world. With over twenty years of experience, she has observed firsthand how the rigid and conformist approach to business and careers has evolved. Workers are leaning into nonlinear paths and companies are having to adapt to more fluid ways of working.

By assessing and analyzing workplace challenges from a human-centric perspective, Connie has become a thought leader on understanding what today's workers want and need. Connie also leads a research team that assesses and measures what it takes to be successful in this new world of work and life. She and her team have published a series of annual research briefs that provide insights and perspectives on what workers - as individuals - want and need personally and professionally so they can reach their full career potential. She also strives to uncover the relationships between individual success and organizational success.

Connie has always been intrigued by the "why" behind companies and individuals that thrive. It led her to write her book, *Building the Business of You: A System to Align Passion and Growth Potential Through Your Own Career Mash-Up*, the first book to help professionals and entrepreneurs navigate the new world of work while aligning personal purpose and professional advancement. Recognized by Forbes and Thrive Global, *Building the Business of You* landed as a top 10 Amazon Best Seller. This fundamental desire to understand the business of work also led to Connie creating and hosting her podcast, Strategic Momentum.

Our Team: Josh Steele

Josh Steele excels at scaling B2B and B2C growth companies. He believes building people, process, and systems to scale is at the heart of shaping successful outcomes in dynamic and demanding industries. Josh's experience helping high-growth companies rapidly scale spans a range of industries, including telecommunications, technology, healthcare, edtech, media and entertainment, aerospace, and retail.



Josh has extensive experience building global operating organizations in high-growth environments, having served as CEO, CFO, COO, and strategic adviser to companies ranging from early stage startups to Fortune 50 companies. His experience managing businesses all over the world — including North and South America, Latin America, Europe, and Asia — has given Josh a unique perspective into the universal voice of the workforce insights.

Josh holds a BS from the University of Virginia and is an avid downhill skier and professional photographer.

Our Team: Rockbridge Associates



Rockbridge Associates is an award-winning market research company built on the core belief that for them to succeed, they must help their clients succeed. This belief is at the heart of everything they do. It's why they take the time to understand the challenges their clients are facing, and is why they design solutions with the sole purpose of discovering insights that drive business outcomes.

Rockbridge is always evolving with that goal in mind – adapting their research approaches to the changing landscapes and critical shifts in the way consumers and businesses interact and engage with products and services. They are always questioning the status quo and seeking innovative approaches to provide more insightful results that make a difference to our clients.

Their executive team has received numerous accolades for their thought leadership in customer experience and loyalty research, as well as technology adoption. They are the innovators, having written more influential books, produced more award-winning scientific research, and presented at more industry forums than comparable research firms.

**Thanks!
Now let's help you
get unstuck.**

**BOOK A
CONSULTATION**



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