

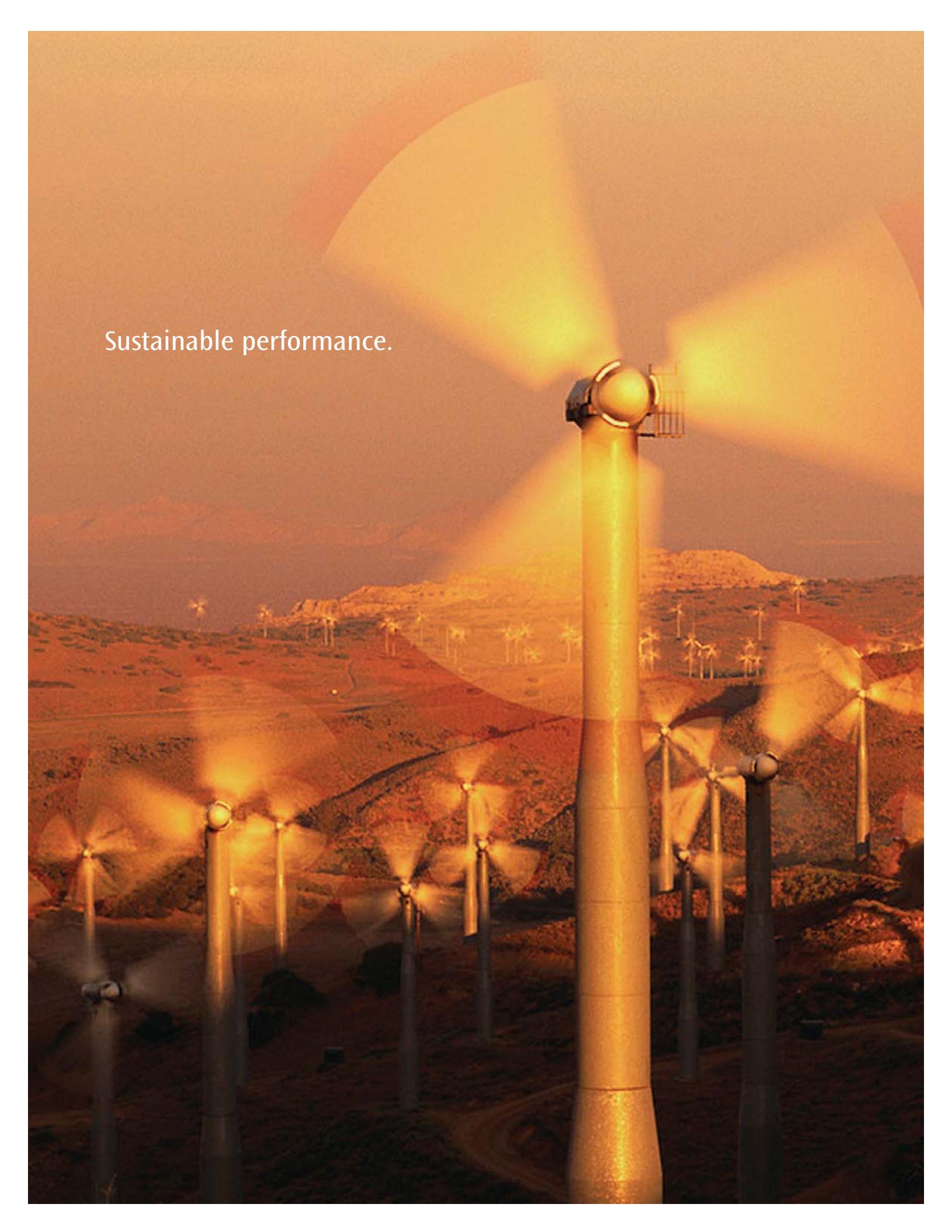


Integrated movement.

illuminate. facilitate. sustain.

**Avastone**  
CONSULTING





Sustainable performance.

# Organizational vitality.

## Adaptive Capacity. Strategic Resilience.

Achieving a thriving future is more difficult than it appears in this day and age. Gone are assumptions that long-standing companies will remain successful, replaced by realities of market turbulence and change. Among the factors fueling this turbulence are disruptive innovation, industry redefinitions, swarms of international competitors, and geopolitical—as well as natural—shocks.

Organizational resilience, or the capacity for adaptation and continuous reinvention, is the new energy and context for leaders and their organizations. To achieve true strategic resilience, executives, teams, and employees must develop an expanded, adaptive capacity in how they work. Facilitating a deeper understanding, the know-how for spirited innovation, and a clear pathway for movement is the directive of the future.

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Organizations can realize their full capacities today, while expanding potential for the future. It takes context, integration, and power rather than force. Avastone Consulting delivers executive, leadership, and organizational development services to Fortune 500 and other complex global organizations aspiring for greater heights—and sustainable performance.

Imagine the possibility of deeply committed employees, performing magnificently, vigorously connected to others within and outside the organization. By illuminating realities and the wealth of possibilities, we enable our clients to realize the true potential of the organization and the human system at work.

## Widening the Lens.

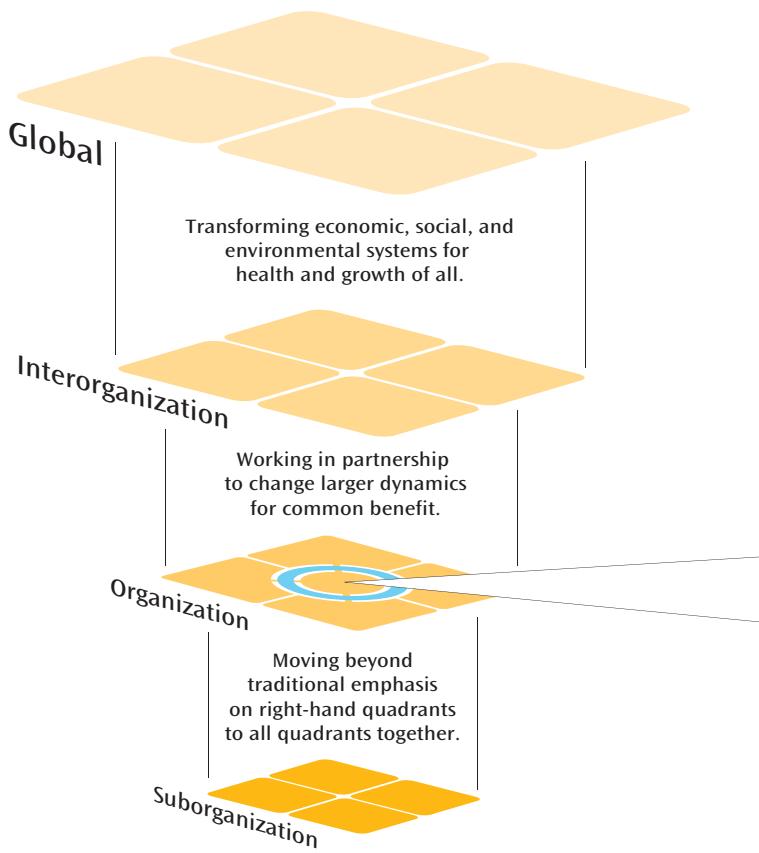
Whether you are developing leaders, reaching for the next level of performance, orchestrating large-scale change, or growing new segments of the business, how you frame the challenge impacts your solution set and results.

Avastone offers a sophisticated means to frame and understand what is really going on. Drawing on integral theory and a whole-systems' change perspective, we bring clarity to complexity and alignment to fragmentation. Our approach recognizes and sidesteps limited starting points that result in partial solutions.

Many developmental programs are designed by advocates of a particular concept or theory and employ a singular learning process. Many showcase the same technologies and experts. But “one-size-fits-all” development models ignore the nuances of each organization, preclude a comprehensive and objective approach, and too often fall short on results.

Avastone takes the time to learn exactly what your company is up against, both from an outside-in perspective and an inside-out perspective—throughout the human system and beyond.

Our framework anchors your issues within their wider context so that you can see the complete picture. Ours is not a new model to follow or a theory to believe in, but instead a comprehensive and integrated way to characterize and understand your situation, and to connect information and perspectives.



### Integrating Perspective.

The integrated framework we draw upon incorporates organization, interorganizational, and larger, global, whole-systems' perspectives. The framework used depends upon the scope of concern needing attention and includes four quadrants of emphasis: interior and exterior from both individual and collective viewpoints.

Companies have traditionally placed most emphasis on the exterior dimensions (the tangible, visible, right-hand quadrants), which include an individual's behavior, his

## Organizational simulations.

Our industry-renowned direct experience and simulations are processes that bring to life today's business challenges and realities. We bring a level of sophistication to learning that is true to life and memorable.

For more information on these direct experiences and simulations, please visit [www.avastoneconsulting.com](http://www.avastoneconsulting.com).



## Turning thought to action.

or her performance, skills and competencies on an individual level, as well as the organization's overall processes, technology, and systems on a collective level.

What is not generally recognized is that if the interior intangible dimensions (the left-hand side) aren't integrated with as much vigor, care, and attention, then the organization's performance and success are compromised.

People's individual experience, motivations and mindsets—as well as the company's culture and meaning-making realities—have critical impact on the bottom line. A vital organization can exist only when all four quadrants are coherently addressed, aligned, and mutually reinforced.

Integration of the four quadrants establishes the cornerstones for resilience and vitality. No matter what the strategic imperative, this integral view brings clarity to complexity and offers clear footholds for dealing with turbulent conditions. It generates mutually-reinforcing solutions that optimize initiatives to affect the greatest positive impact with the least effort and expenditure.

Under the right care and guidance, leaders and organizations flourish. Our vocation is to provide the expert touch required to facilitate growth. We do this through design and generative development that expands understanding and translates into organizational action. In doing so, we help you create optimum health and longevity for your organization.

We support you with an array of closely-coupled service areas, each geared to expanding capacity and unlocking potential within the organization. They include:

- Executive Development
- Leadership Development
- Sustainability & Leadership
- Organization Development and Change
- Direct Experience and Simulations

Our industry-renowned direct experience and simulations are powerful learning processes that bring to life today's business challenges and realities—in essence they spark new ideas, innovations, and transformations that do not come to light under normal circumstances.

Our clients call our simulations unparalleled because we bring a level of sophistication to experience that is true to life and memorable.

Here lies the power of impact for your organization.

For more information on these direct experiences and simulations, please visit [www.avastoneconsulting.com](http://www.avastoneconsulting.com).



### **Positive Conveyance™ Forward.**

Blending your energy with ours, we create a highly-charged environment that sparks an engine different from anything you've experienced before—an excitement that is truly motivating. That movement represents a channeling of energies that we call Conveyance™.

At Avastone Consulting, we help develop a deeper and wider understanding about what's currently going on in the organization. We take organizational issues, ideas, and realities and bring them to light in an understandable way that culminates in real work and real results. All the while, we help convey valued people from where they are now to where they want or need to be.

This approach to your development process is positive, dynamic—even orchestral. We are here to help illuminate new potential, facilitate your journey forward, and most importantly sustain progress over time.

What should you expect through Conveyance? Your world views to be expanded, goals achieved, new capacity and innovation realized in the products and services you deliver. An expanded drive and energy not before seen within your team. These are the showpieces of our approach to integrated movement forward.

The individuals we partner with frequently tell us that they have been strongly impacted by their experiences with us. We have been rewarded with numerous long-term relationships with many of the top companies around the globe. Some of these companies include:

Accenture  
Alcoa  
Bank of America  
BellSouth  
Bunge  
Cox Communications  
Eastman Chemical  
Eli Lilly  
GlaxoSmithKline  
Integral University  
Interface  
Procter & Gamble  
TELUS  
Valeant Pharmaceuticals

As testimony to our sound expertise and innovative approach, those same clients describe Avastone Consulting this way:

- When you work with Avastone, you are working with a seasoned, experienced team of professionals.
- The dynamic, customized development processes will illuminate your business challenges and potential with impact.
- They deliver quality, meaningful interactions at every touch point along the development and growth lifecycle.
- Avastone demonstrates a layered understanding of your business, your path, and the passion that enlivens your culture.
- It's an inventive approach that yields uncommon results—and unfolds your true potential.

## **Results at work.**

**With a 20-year reputation that speaks soundly for itself, we are committed to ensuring that every client realizes expanded capabilities—reaching new and greater possibilities—by working with Avastone Consulting.**



Every organization has the potential to be resilient, vital, and sustainable. No matter how complex your issues are, Avastone Consulting can help you move forward.

If you're looking for a partner to help you positively impact results, consider Avastone Consulting as your partner in potential. For more information, please call 678.461.8880 or visit [www.avastoneconsulting.com](http://www.avastoneconsulting.com).

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