



Making the Impossible Possible®

OUR SERVICES



## Consulting for Enterprise Transformation

In today's competitive global marketplace, a few companies rise to the top, others fall behind. Top-tier companies constantly seek ways to transform from doing business as usual to sustaining peak performance. Lasting change happens when people in organizations become clear about what they value, align on a shared purpose, and mobilize employees to accomplish key goals.

Through collaborative partnerships, JMJ Associates® helps clients develop a roadmap for change, effectively act on it, and create the internal capability to continually generate unprecedented results. Our comprehensive range of services is as dynamic as our clients—suited to entire organizations or individual projects and tailored to meet the specific objectives of each engagement. These include:

- Safety: *Delivering Incident and Injury-Free® Results™*
- Leadership Development: *Developing Integral Leaders™*
- Corporate Visioning and Alignment: *Creating Visions that Inspire Action™*
- Cultural Renewal: *Generating Cultural Momentum™*
- Asset Development: *Building High-Performance Projects™*
- Coaching: *Unleashing Executive Effectiveness™*
- Sustainable Business: *Mobilizing Business for Sustainability™*



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## JMJ Services

### **Safety: *Delivering Incident and Injury-Free Results™***

Many companies seek to initiate, build and sustain a workplace in which no one is injured, yet they struggle to find the solution that ignites sustainable change. JMJ's stand for eliminating all workplace injury is delivered through its *Incident and Injury-Free® (IIF®)* safety offering, which has successfully helped companies generate breakthrough results using an approach designed to work in tandem with existing safety practices and programs. We consistently deliver results by leveraging proven transformational consulting, training and coaching approaches to develop individual, cultural and organizational capacity to create and maintain a workplace in which no one is hurt.

### **Leadership Development: *Developing Integral Leaders™***

Today's organizations face many challenges for which there are no easy answers. This situation requires a new way of leading to emerge—one that energizes people to take action toward shared goals while challenging outdated paradigms. Leadership must emerge from across an organization and we are committed to supporting those pursuing the courage and skill needed to successfully address their toughest challenges. Always in service of a business result, our leadership programs are tailored to each client's presenting issues. We have worked with some of the world's most-respected companies applying an approach that compliments and energizes their existing leadership development programs.

### **Corporate Visioning & Alignment: *Creating Visions that Inspire Action™***

People function best when they know where their organization is going and how they fit into that future. We work with leadership teams to ensure that their vision creation process includes the perspectives of critical stakeholders, and follow this with alignment conversations to secure shared understanding. This unleashes creative action in all and positively influences the future of the enterprise.

### **Cultural Renewal: *Generating Cultural Momentum™***

Companies typically work hard to establish a direction statement, but often struggle to powerfully enroll and align employees with it, which can result in significant gaps in behavior. JMJ leads individuals and teams through the process of cultural transformation, alignment and renewal, whether in service of eliminating all injuries in the workplace, transforming performance on large capital projects, or creating high-performance teams in operating environments. With JMJ's support, companies learn to cultivate a workplace culture consistent with shared goals thus resulting in extraordinary performance.

## **Asset Development: *Building High-Performance Projects™***

For over 20 years, JMJ has provided strategic and project management consulting to owners and prime contractors executing large, complex capital programs. As the size and complexity of projects increase, so do the challenges. With JMJ's coaching, diverse teams learn how to achieve exceptional results in the face of dynamic environments from a foundation of clear accountabilities, shared expectations and coordinated action. Our work often begins in the Board Room, where we establish and ensure strategic alignment, and focus then continues in the workplace or field working with all levels of employees, engaging for the project's lifetime, including start-up through operations. We are known for bringing out the best in our clients' people, teams and organizations, facing challenges with thoughtfulness, commitment and creativity. Specific services include:

### ***High-Performance Projects™***

A recent study indicated that 80% of the world's largest capital programs are significantly over budget and behind schedule. In our view, a focus on strategic alignment, integration, commitment and decision-driven scheduling can materially mitigate these risks. Central to our process is the belief that project accomplishment is built on an expanding foundation of relationship. As such, JMJ focuses on the contributions of people, at both the individual and team level, to help companies form teams that deliver exceptional results.

### ***Effective Alliances™***

Today's capital project teams, comprised of owners, contractors and key suppliers, face difficult challenges; they must find a way to work in partnership despite differences in company cultures and operating procedures. In our experience, outstanding performance results from teams that act from their commitment to one another and the team's goals versus simply adhering to contractual terms—the typical approach. The goal of our work is to build an alliance on strategic team alignment and clear expectations, then coach the team and each member through completion, which can advance the product's time to market and achieve unprecedented savings.

### ***Winning Project Presentations™***

Challenging the traditional presentation approach, we assist companies (contractors, asset developers, consultants or suppliers), joint ventures or co-ventures to create a powerful, interactive dialogue with the asset owner. Our process brings a strategically crafted structure to each proposal, resulting in clear themes and sales messages aimed at enrolling the owner in a value-added proposition.



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### **Executive Coaching: *Unleashing Executive Effectiveness***<sup>™</sup>

The JMJ approach to coaching helps clients make necessary changes to produce desired results. Our coaches listen, observe and customize their approach to each client's individual needs, which fosters an effective and successful coaching relationship. Through this approach, our clients cultivate leadership within their organization, and develop new skills and core competencies while enjoying the overall process.

### **Sustainable Business: *Mobilizing Business for Sustainability***<sup>™</sup>

Corporations seeking sustainable business results must increasingly engage in a meaningful way with the world beyond their company boundaries. This includes purposeful engagement with the communities in which they do business, while being responsible for environmental impact. We assist corporations, key stakeholders and the communities in which they operate to discover a clear vision of a sustainable future, align around common goals, and create long-term, mutually beneficial partnerships.

## **Moving Forward**

JMJ Associates is a global consulting firm specializing in enterprise transformation. We bring values-based solutions to our clients' most pressing challenges, transforming their endeavors from good to great. If your company seeks to create breakthrough performance, eliminate workplace injury, form more effective teams, enhance leadership, or build a sustainable future while consistently reaching targets, JMJ is prepared to help. We serve clients from offices in Austin, Doha, Durban, London, Perth and Singapore.

For more information visit [www.jmj.com](http://www.jmj.com) to find contact data for your local JMJ Marketing and Sales Manager.



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