



Turning Frustration into Prime Performance

Real Change Experts is a performance consulting firm that helps organizations improve their bottom line. We help you do more with less and save you money across the board.

Using Lean Process Improvement program and our proprietary tools, we help organizations stream line their processes. You will get a tailored fixed fee program to meet your goals and budget. We work with you every step of the way.

Results from our program:

- Eliminate money and time drains
- Improve quality
- Accelerate productivity
- Re-align teams and culture
- Shorten process cycles

Real Change Experts uses an analytical approach to assess, plan and help our clients implement change. Because we are focused on stream lining processes and saving money, our clients can compete more effectively. We help with benchmarks and metrics so that results are measured and tracked.

We look at your company from a global perspective and partner with you to determine what needs improvement. Because of the way we help you implement change, the leadership and teams are directly involved and build

a culture that sustains the change and highly effective teams.

Since employees have direct influence on the change, they become fully engaged, motivated and productive. The tools for Lean then get embedded into the culture so the ROI is realized for years to come. This cycle has a positive impact on customer satisfaction and loyalty.

Examples of client results:

- Stream lined management team processes increasing speed of communications, that eliminated safety mishaps and resistance of merged technical management teams, and increased timely quality output, saving Lockheed Martin ~\$1,000,000 in winning program fees and eliminated rework costs.
- Created a communication process in an executive team that retained a key executive in a high tech start-up saving the company \$300,000.
- Stream lined communications process that created culture change and broke down calcified silos of the NASA Ames Executive Council so they share their budgetary and human resources freely.
- Created stream lined management processes that increased cycle times by 20%, eliminated 13% waste and improved customer satisfaction with service deliverables for Underwood & Rosenblum.

OUR CLIENTS

NASA
Lockheed Martin
City of San Jose
County of Santa Clara
SE Laboratories
IP Locks

Underwood & Rosenblum Surveying and Civil Engineering Co.
Benchmark Environmental Engineering
Pacific Ways
National Association of Women Business Owners - Silicon Valley
Design Response





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SERVICE PACKAGES

Lean Process Improvement

Become more profitable with our tailored and integrated program that streamlines your processes. Incorporating stakeholders and processes, we help your organization trim out the waste, improve quality, reduce cycle times and engage your employees. We assess, plan, help you implement and train your staff. The results: immediate and long term ROI, as well as embed Lean Process mentality as the way you do business.

Post Merger Integration Package

Accelerate productivity of merged organizations or teams. We perform reviews and gap analysis to identify issues and track success of change. We have rich experience in Change Management project design. Our aim is to on-board and build skills to mesh your staff in a fraction of the time. All inclusive packages are available.

Productive Conflict

Our approach is to help your group overcome detrimental conflict and discover the best solutions. We provide awareness and skill building. The package includes assessment and briefing meetings.

Team Building Package

This solution is custom tailored to your new or existing team. We help them develop into a high performing unit that leverages cooperation and resources. In addition, the team develops benchmarks and metrics so they can stay on course and be accountable. Our approach is to provide skill building that improves trust, communications and resources for dealing with conflict.

Executive Coaching Package

This is a tailored one-on-one professional development program. You will co-design this structured program so you can achieve your best. Instruments are used to assess leadership and professional development goals. You will:

- Become aware of blind spots
- Achieve goals 25% faster
- Identify and remove obstacles
- Become aware of and manage your 'fatal' flaw
- Leverage your strengths

Meeting Facilitation

We provide highly skilled facilitation for important meetings. This service is especially beneficial when it is important for everyone to participate fully and to get the best results from time spent.

WHAT OUR CLIENTS SAY ABOUT US

"Thanks to Real Change Experts we get more done in less time with less strain."

– Bill Breeden, Lockheed Martin

"Real Change Experts worked with us has made it easier for us to work together and to be more effective."

– Sherry Pulvers, IP Locks

"Real Change Experts and Karen Mathews renewed our vitality and innovativeness as an organization."

– Agnes Lewis, SE Laboratories

"Real Change Experts has spot on insight and solutions for getting our Governance team past our obstacles and to work together effectively."

– Design Response, Richard McDonald