

Organizational Transformation

The Challenge

Following a private equity recapitalization, a healthcare services company struggled with achieving a unified vision for the organization. Dissimilar cultures and communication practices were creating misalignment among employees and stakeholders.



The company trusted Empowering Synergy to develop and strengthen the relationships between its founders and the new investors.

The Solution

We facilitated a series of retreat-style meetings with senior executives, managers and investors to understand the culture of the company and its group of leaders, as well as investor expectations and the communication styles of all involved. The retreats focused on creating a shared vision for the new leadership. Topics included: leadership styles; how to align resources; each member's role and responsibilities; and the company's future direction.

The Outcome

Empowering Synergy enabled our client to complete the important foundational work its leadership needed to be able to establish and solidify a new corporate vision. The company's leadership team has committed to a declared and intentional culture, and a set of values that defines their shared objectives and desired outcomes. Empowering Synergy continues to work with this company and its staff to help complete their cultural and organizational transformation.



“After many years of being a leader, I didn't think that I could change the way I operated with my team. As a group, we now have a common language that represents our culture and our mission. Our meetings are more effective and efficient.”

- CEO