EXECUTIVE AND ORGANIZATIONAL DEVELOPMENT

Defined Engagements for Recurring Organizational Challenges

Three clearly scoped services that help leaders understand recurring problems, strengthen alignment, and move meaningful change into everyday practice.

Organizational Effectiveness Assessment Four weeks · $6,500	Executive and Leadership Team Alignment Eight weeks · $12,500
Change Implementation and Adoption Twelve weeks plus follow up · $22,500	Executive Advisory Separately scoped leadership support

> “We begin with understanding, not assumptions.”

Beyond The Pattern
Strengthening Leaders. Strengthening Systems. Expanding What Is Possible.

Dr. Elkins
Executive Organizational Development Consultant and Practice Director

CHOOSE THE APPROPRIATE PATH

Begin with the organizational need

You do not need to diagnose the situation before reaching out. Each engagement begins with a defined business question, a bounded scope, and an introductory fit conversation.

Need	Appropriate starting point	Standard fee
Work repeatedly stalls, responsibilities overlap, or leaders disagree about the cause.	Organizational Effectiveness Assessment Understand the recurring problem.	$6,500 4 weeks
Leaders reopen decisions, send inconsistent messages, or escalate routine issues.	Executive and Leadership Team Alignment Clarify priorities, decisions, and responsibilities.	$12,500 8 weeks
A defined change has been announced, but readiness, ownership, or everyday use remains inconsistent.	Change Implementation and Adoption Help the change take hold.	$22,500 12 weeks plus follow up

How BTP works

BTP examines evidence, recurring patterns, exceptions, strengths, and operating conditions. Findings are translated into useful outputs, named ownership, practical milestones, and a way to review progress. Client leaders retain decision authority and responsibility for implementation unless implementation support is expressly included.

Standard pricing note

All fees are in USD for the virtual standard scope described. Additional teams, sites, travel, third party tools, or expanded work require a separate proposal. Scope, scheduling, responsibilities, and terms are confirmed in writing before work begins.

ENGAGEMENT 01

Organizational Effectiveness Assessment

$6,500

Four weeks · Virtual standard scope

Purpose. Understand the recurring problem when work repeatedly stalls, responsibilities overlap, handoffs break down, or leaders disagree about what is causing the issue.

STANDARD SCOPE	WHAT YOU RECEIVE
One business unit One priority business problem Up to eight stakeholder interviews	A concise organizational findings report, a map of the priority process or responsibility issue, and a 90 day action roadmap with up to three priorities, named client owners, milestones, and a baseline measurement plan.

Included process

• One 60 minute sponsor kickoff to define the business question, scope, and evidence needed.

• Up to eight 45 minute stakeholder interviews.

• Review of up to five existing documents, each up to 20 pages, plus one existing monthly data summary covering up to 12 months and three measures.

• Analysis of recurring patterns, exceptions, strengths, operating conditions, possible causes, confidence, and evidence gaps.

• One 90 minute findings discussion, one consolidated revision, and one 45 minute handover.

Client participation and boundaries

Client participation: Provide an authorized sponsor, access to agreed stakeholders and records, and one consolidated response to the findings. The client owns implementation after handover.

Outside this scope: Enterprise wide culture studies, employee wide surveys, forensic or employment investigations, licensed assessments, and implementation.

ENGAGEMENT 02

Executive and Leadership Team Alignment

$12,500

Eight weeks · Virtual standard scope

Purpose. Align leadership decisions and responsibilities when leaders keep reopening decisions, send inconsistent messages, or escalate routine issues because authority and expectations are unclear.

STANDARD SCOPE	WHAT YOU RECEIVE
One executive sponsor One team of up to eight leaders, including the sponsor One defined alignment challenge	A leadership alignment brief, a decision and responsibility map for up to five recurring decisions, a team working agreement, and a 60 day continuation plan with owners and a review cadence.

Included process

• One 60 minute sponsor kickoff, up to four 30 minute stakeholder interviews, and review of up to three existing documents, each up to 20 pages.

• Four 90 minute facilitated team working sessions covering shared priorities, decision ownership, working agreements, and practice review.

• Three 60 minute executive advisory sessions with the sponsor focused on the agreed leadership challenge.

• A brief baseline and closing questionnaire, one 60 minute closeout, and one consolidated revision to final materials.

Client participation and boundaries

Client participation: Protect attendance, provide appropriate working examples, try agreed practices between sessions, and maintain the action log. The sponsor can authorize changes in team responsibilities.

Outside this scope: Unlimited executive access, individual coaching for every team member, formal 360 assessments, certification, and delivery across multiple teams.

ENGAGEMENT 03

Change Implementation and Adoption

$22,500

Twelve weeks plus one 30 day follow up · Virtual standard scope

Purpose. Help a defined change take hold when a new process, role structure, or operating approach has been announced, but ownership, readiness, communication, or everyday use remains inconsistent.

STANDARD SCOPE	WHAT YOU RECEIVE
One defined initiative Up to two teams Up to 20 participants total One executive sponsor	A change implementation plan, stakeholder and communication map, readiness and barrier log, adoption measures, and an ownership and sustainment plan. BTP tracks agreed work and facilitates review with client owners.

Included process

• One 60 minute kickoff, up to four 45 minute stakeholder interviews, and review of up to five existing documents, each up to 20 pages.

• A stakeholder and readiness review, six 60 minute implementation working sessions, and two 90 minute facilitated adoption workshops.

• Three 45 minute sponsor checkpoints, a baseline and closing adoption check, and one 60 minute handover.

• One consolidated revision and one 45 minute follow up approximately 30 days after handover.

Client participation and boundaries

Client participation: Assign a client implementation lead, provide access and data, approve decisions promptly, and execute operational tasks. Client leaders retain authority for implementation and resource allocation.

Outside this scope: Full time project management, software configuration, large scale restructuring, technical deployment, and staffing the client workstream.

BEGINNING THE ENGAGEMENT

A clear process from inquiry to follow through

1	**Introductory conversation**	**Clarify the business question, audience, timing, fit, and likely starting point.**
2	Written scope	Confirm deliverables, responsibilities, schedule, fee, boundaries, and terms before work begins.
3	Discovery and delivery	Gather the agreed evidence, facilitate the work, document patterns, and translate findings into practical outputs.
4	Review and handover	Review results, clarify ownership, capture the continuation plan, and identify any separately scoped next step.

Questions to consider before reaching out

• What challenge, transition, opportunity, or recurring pattern prompted the inquiry?

• Who is affected, and who has authority to make or sustain relevant decisions?

• What has already been tried, and what evidence is available?

• What would meaningful progress look like?

• Are there dates, transitions, confidentiality boundaries, or decision points that should shape the scope?

Request an introductory conversation beyondthepatternhq.com/contact.html hello@beyondthepatternhq.com 614 470 4218	Availability Remote engagements Columbus area engagements Travel considered by scope

Awareness reveals the pattern. Methodology changes the trajectory.