

Leadership for C h a n g e

Michael Sonduck helps organizations change, grow and adapt. He collaborates with clients to successfully address critical challenges including:

- Developing and implementing long range & strategic plans**
- Developing leaders and planning succession**
- Improving leadership effectiveness**
- Improving operational effectiveness and efficiency**
- Becoming more customer/member focused**
- Increasing the effectiveness of governance**
- Improving working relationships**
- Planning for and dealing with mergers and acquisitions**



Michael Sonduck

The hallmarks of Michael's work are identifying and building on strengths; helping clients create and sustain the capacity and capability to lead; and establishing long-term approaches to change.

Michael's clients are not-for-profit and volunteer-based organizations; small and medium sized corporations; government and governmental agencies. Examples of projects include:

Leading a non-profit consulting firm that provided services to the mayor, cabinet secretaries and department heads of one of the largest cities in the US.

Leading a multi-firm consulting team for a premier corporate research organization resulting in more than \$150 million cost savings as well as improvement in customer satisfaction and employee commitment.

Assisting a market-leading financial services company to implement key changes in its strategy resulting in 20% compounded growth, increasing reserves (profit) by 141% and improving member retention to 97% per year.

Helping volunteer and professional teams implement a strategic plan to create a more vibrant and inclusive community serving 90,000 people.

Helping a synagogue's volunteer leaders, clergy and professional staff create a strategic plan to build on its historic strengths.

He is the co-author *DEC is Dead, Long Live DEC* (Berrett-Koehler, 2003) a cultural history of Digital Equipment Corporation, and "Coaching Entrepreneurs," in *Executive Coaching: Practices & Perspectives* (Davies-Black, 2002). He is a frequent speaker before executive audiences.

For more information please call Michael or email him at:

michael@leadershipforchange.com

760.898.1691

Leadership For Change, Inc.
3707 Fifth Avenue, No. 840
San Diego, California 92103

www.leadershipforchange.com