



## **Erin O'Toole Murphy**

Principal  
*A Partner for strategic change*

"Over my years of working with organizations, I've learned that successful systemic change happens when leaders build engagement into the approach from the start. Yet knowing how is not easy. That's why I partner with business, nonprofit, and government leaders to custom design whole system approaches. I serve as a trusted partner who helps guide leaders in navigating complex and dynamic situations by engaging the right people at the right time in the right conversations.

My expertise is group facilitation and large-scale change design. I use pragmatic methods that create shared vision, build broad-based commitment, spark innovation, and enable collaborative action. This approach leads to transformative change at every level of the organization. Results produce agile organizations with collaborative cultures, engaged employees and accelerated implementation."

*"Erin provides an amazing vehicle for exploring organization dynamics, mapping out mission and purpose, developing a strategic plan, exploring vision, and defining as a team what needs to be done in order to move dramatically forward."*

***-Thomas, Integrated Healthcare Manager***

*We help eliminate hurdles to change and create agile organizations by...*

- Overcoming resistance and engaging broad-based responsibility to act
- Resolving long held conflicts and building a shared future
- Breaking down silos and establishing cross-department communication
- Ending goal ambiguity and creating a strategic direction everyone owns
- Letting go of controlling every decision and accelerating system-wide implementation

*Our services lay the foundation for systemic change:*

- *Assessments*- Online tools to gauge change readiness and develop change leaders
- *Facilitation*- Participative meetings for teams and large-groups, including leadership team alignment, strategic direction setting, innovative action planning workshops
- *Consulting*- Roadmaps for strategic organization transformation
- *Training*- Skills development and coaching for change leaders at all levels