



How to Future-Proof Your Organization Today with a Constructive Culture to Thrive Tomorrow

Tomlin Sharkey and Associates is a boutique consulting firm focused on helping organizations and the people in them achieve their full potential. The organization is recognized as a leader in leadership and global talent development, culture transformation, and coaching for future growth.

Challenge

The world and the workplace are changing with dizzying speed and the old rules no longer apply. These changes are due to many factors, including:

- Globalization
- Demographic shifts
- Rapid technology changes

Future-Proof Solutions

A key cornerstone of organizations that will thrive in the 21st century is having a Constructive culture and leaders who can create and reinforce it.

- Leaders who nurture and develop others
- Culture that supports innovation
- Leaders who understand the impact they are having on those they support globally

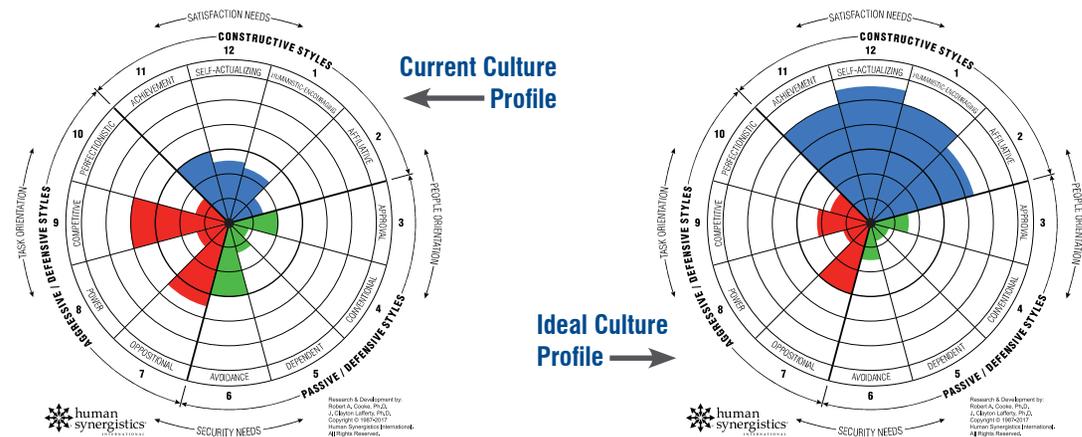
Leaders can get clear insight into their personal impact and readiness for change using the Transglobal Leadership Survey and *Leadership/Impact*[®]. The *Organizational Culture Inventory*[®] can be used to highlight areas to support innovation.

Case Study

Silicon Valley Startup

Concerned about culture, this organization wanted to make sure theirs was Constructive from the start, given the negative press around some high-growth, high-visibility companies with aggressive cultures.

Before they ramped up into their next phase of development, they wanted to ensure they had a culture that would support innovation. They decided to work with Tomlin Sharkey and Associates to assess their culture using the OCI[®]. Their circumplex profiles below (modified to protect confidentiality) indicate that, even in early startups, culture needs to be addressed.



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Poster Session Presenters



Linda Sharkey, Ph.D.

Dr. Linda Sharkey is a trusted transformational expert, inspiring keynote speaker, author, and global leadership development coach. Through her programs and no-nonsense approach, she helps create high-potential leaders and shapes company culture. Linda has deep experience working with Fortune 50 companies, and held senior human resource executive positions at Hewlett-Packard and GE Capital. She is the co-author of *The Future-Proof Workplace - Six Strategies to Accelerate Talent Development, Reshape Your Culture, and Succeed with Purpose*, and her co-authored book *Winning With Transglobal Leadership* was named one of the top 30 best business books for 2013.

About Tomlin Sharkey and Associates



Tomlin Sharkey and Associates is a boutique consulting firm focused on helping organizations and the people in them achieve their full potential. Led by Dr. Linda Sharkey, Tomlin Sharkey and Associates has clients all over the world. We work with some Fortune 500 companies such as Boeing, Dell, International Paper, and GE, as well as startups wanting to create great sustainable cultures. The organization is recognized as a leader in leadership and global talent development, culture transformation, and coaching for future growth.



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