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## **MANAGING PEOPLE AND CHANGE**

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Success in today's global economy requires continual adaptation by people and institutions. Change can be particularly difficult in situations where both public and private sector cultures meet. The **pjmathison** firm has been retained to assist institutions during periods of disruptive change, including leadership conflicts, competitive threats, and mission diversification. For example, the firm has assisted clients on engagements that have entailed:

### **REBUILDING A COALITION WHILE ADVANCING A MISSION**

- **ISSUE PROFILE:** A statewide coalition of 50 rape crisis centers was faced with a vacuum in leadership, disunity within its board & staff, a potential loss of funding & credibility, and no government representation. **pjmathison** was retained to provide management, advisory, and lobbying assistance to the coalition. Outcomes: The firm conducted a thorough organizational review, presented recommendations & findings to the board, reviewed staffing issues and made appropriate changes, lead the successful search for a new director, sustained government funding at historical levels, and helped to secure passage of two major crime victims' bills.

### **INJECTING BUSINESS SENSE INTO A HEALTH CENTER'S DNA**

- **ISSUE PROFILE:** The nation's first hospital was supporting a growing number of research projects developed by its medical staff but lacked the expertise & systems needed to cost-effectively manage these efforts. **pjmathison** was retained to serve as the hospital's first technology transfer office. Outcomes: The firm collected payments provided for in a licensing agreement with a "Fortune 500" drug company, reduced legal costs, and conducted market research on prospective industry partners. (The firm has consulted on many "tech transfer" initiatives.)

### **DEVELOPING A BUSINESS WHILE MEDIATING CONFLICT**

- **ISSUE PROFILE:** A startup IT company was faced with irreconcilable differences between its two cofounders while it was on the cusp of securing a contract with a large federal agency. **pjmathison** was brought in by both cofounders to serve as a mediator and to assist with managing the business. Outcomes: The firm enabled executive-level business decisions to be made on a timely basis, an agreement to be reached whereby one founder bought-out the other, and a contract to be secured with a federal agency that lead to a major long-term customer relationship.

For profiles of our work experience in other areas, please see [www.pjmathison.com](http://www.pjmathison.com).