

collabria

All organizations face change.

An organization's success depends on the ability to effectively scale, actively manage, and proactively embrace that change. Whether your organization is facing changes due to rapid growth, shifts in strategy, newly-implemented technologies, or post-merger upheaval, Collabria has the experience and insight to tackle these challenges.

Collabria specializes in helping small, medium, and global organizations navigate growth. We bring a structured yet flexible approach to helping organizations through change. We partner with you collaboratively, distill complex processes into actionable solutions, and commit to results.

Challenge	Results
"We are late stage start up. Is our HR organization set to scale for the change that is about to happen (IPO, merger, acquisition)?"	<ul style="list-style-type: none">• Outline future state scenarios for HR organizations• Build roadmaps, facilitate decision points• Engage internal partners to ensure focus on what really matters• Partner with senior HR leader to build scaleable organization
"We just went private. Our investors are happy. I'm ready to look at my internal organization. What's working, vs. not? Bench strength of my team, workforce engagement, culture, communications... How do I right-size my internal ops?"	<ul style="list-style-type: none">• Quickly assess the organizational culture and pain points• Pull the executive team to align, rally, talk the same talk• Funnel organizational quick hits up to CEO• Cascade to internal processes, engagement strategy, and communications• Keep it skinny, prioritized, and right-sized
"We are in major growth and acquisition mode. How do we think about change and communication? Our workforce says they feel disconnected. And what about those acquired employees?"	<ul style="list-style-type: none">• Drive cross-functional project management integrating HR, Corporate Communications, Operations, Business Improvement, and IT• Design internal communications processes to streamline acquisitions, onboard new employees, and streamline dual processes• Craft attractive scorecards to communicate and make it fun

Sample Clients

AirTouch	Gap, Inc.	Lam Research	Pacific Gas & Electric
Autodesk	Genentech	Levi Strauss	Reliant Energy
Beringer Wine Estates	Guide Dogs for the Blind	Lockheed Martin	Riot Games
British Telecom	Hewlett-Packard	Lynmar Winery	Roche
CASA San Francisco	Hitachi	McKesson	Rocket Fuel
Chevron	IDEO	Motorola	Rockpile Grape Growers
Cisco	Informatica	Mozilla	SF Marathon
Cyrq Energy	IRS	Napa Valley Vintners	Silicon Graphics
Diageo	iRhythm Technologies	NASA	Special Olympics
Digital Realty	Junior Achievement	National Diversity Council	The Box
Dolby Labs	Juniper Networks	O'Reilly Media	Treasury Wine Estates
Exxon	Kellogg GSB	Owens Corning	Visa International
Fosters Group	Kaiser Permanente	Pacific Bell	Wine & Spirits Education Trust