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## MANAGING PEOPLE AND CHANGE

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Success in today's global economy requires ongoing adaptation by people and institutions. Change can be particularly difficult in situations where public and private sector cultures converge. The **pjmathison** firm has been retained to assist institutions during particularly difficult periods of change, such as those involving leadership conflicts, competitive threats, and financial duress. Representative experience includes:

### REBUILDING A COALITION / 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, and a potential loss of funding & credibility. **pjmathison** was retained to provide management, advisory and lobbying assistance to the coalition. **Outcomes:** The firm conducted a thorough organizational review, presented findings & recommendations to the board, reviewed staffing issues and made appropriate changes, led the search process for a new executive director, sustained government funding at historical levels, and helped to secure passage of two major crime victims' bills.

### INJECTING BUSINESS SAVVY INTO A HEALTH CENTER'S DNA

- **ISSUE PROFILE:** The first hospital in America had been supporting a growing number of research projects pursued by its medical staff, but lacked the expertise and systems needed to cost-effectively manage these efforts. **pjmathison** was retained to provide technology transfer management assistance and to integrate this function into the hospital's operations. **Outcomes:** The firm collected payments provided for in a license agreement with a large drug company, conducted market research on prospective industry partners, reduced legal costs by suspending patent prosecution on projects with low commercial appeal, and documented operational procedures for use by hospital administrators.

### GROWING A BUSINESS / MEDIATING A CONFLICT

- **ISSUE PROFILE:** Two cofounders of a startup IT company were faced with irreconcilable differences while they were on the cusp of securing a large federal contract. **pjmathison** was retained by the cofounders to assist them with decision-making and to advise them on business strategy. **Outcomes:** The firm's efforts enabled key 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).