

ABOUT US

Diagnostic Technology to Enhance Your Organization's Health & Performance



What would it take to make your organization dramatically more successful? How can you identify the root causes of performance problems in an objective way without alienating your leaders or employees? What's the key to lasting, measurable improvements?

At D.A.W. Organization Consulting Solutions, we specialize in one thing: Helping you make the most of your human capital – *your people* – so your organization can succeed.

Using a new generation of diagnostic and problem-solving tools, we can identify the root causes of under-performance and then prioritize what changes are needed most. Next, we'll work closely with your leaders and employees to implement those changes in a way that generates true business benefits such as:

- Increased productivity at both the individual and team levels
- Retention of key employees
- Reduced employee turnover and absenteeism
- Improved work quality, safety and morale
- Greater success for managers, leaders and key executives
- Faster payback from reorganizations, mergers and new initiatives

Your investment in *people* is one of the most valuable assets you have: **More** valuable than technology. **More** important than what you sell. **More** essential than buildings and equipment. We can help you develop and grow this critical asset while building trust and commitment for lasting success.

To find out how we do this, and what it can mean for your organization, please visit us online at www.daw-consultingsolutions.com or call us at (269) 353-1898 to request a free initial consultation with no obligation. All inquiries are held in strict confidentiality and we welcome your questions!

About Dr. Wahlstrom

Darryl A. Wahlstrom, Ph.D., is an expert and leader in organizational performance. Over the last 20 years, he has worked with a wide variety of workplace teams and leaders to help them identify and overcome critical roadblocks to improved performance. Ranging from large multi-nationals to small non-profits, Dr. Wahlstrom knows how to build consensus and set the foundation for lasting progress.



Dr. Wahlstrom earned his Ph.D. in Education at the University of Michigan, with a multi-disciplinary focus on organizational psychology. His doctoral thesis was on technology-based assessment systems for vocational and technical education programs in the State of Michigan. Darryl earned his bachelor's degree at Michigan, his master's at Eastern Michigan University and advanced certification in Organizational Development at Columbia University.

Darryl is a certified provider of the pioneering organizational and leadership technologies from Bartell & Bartell, Ltd. After consulting to and working in education and both the automotive and bio-pharmaceutical industries for more than 20 years, he established D.A.W. Organization Consulting Solutions to bring innovative new diagnostic tools and services to a wider audience.



7753 Timberview Ave.
Kalamazoo, MI 49009-7125

Phone: (269) 353-1898 Fax: 1-888-958-2854
E-mail: info@daw-consultingsolutions.com
Website: www.daw-consultingsolutions.com

FROM ROOT CAUSES...TO LASTING PROGRESS

The field of organizational development is undergoing a dramatic change this decade with the introduction of new diagnostic tools and methods. Building on more than 30 years of research, these new tools help you to identify the *root causes* of performance challenges and the best options for positive change at the individual, team and organizational levels.

Our goal is to help your organization identify and address key organizational issues in a systematic and measurable way that leads to lasting improvements in performance and teamwork.

We offer you direct access to world-leading diagnostic and development tools within the following five service areas:

- Organizational Diagnostics
- Team Effectiveness & Retention
- Assessments for New Hires & Promotions
- Leadership Development & Coaching
- Ongoing Support Services

Each service area above includes specific programs and solutions that are carefully customized for your specific needs based on our initial client discussions.



No matter how big or small your organization, D.A.W. Organization Consulting Solutions can help you identify and address key organizational issues in a systematic way, leading to lasting improvements in both performance and results. To find out how we can help in your unique situation, please visit us online at www.daw-consultingsolutions.com or call (269) 353-1898.



CLIENTS SAY:

"Darryl is a true trusted advisor who works diligently to bring about sustainable changes in organizations like ours. The wide variety of solutions that he provides are always just what leaders like me need to bring out the best in their people."

– Kevin Munson
Chief Learning Officer

"When I was asked to lead Global Engineering at our company, it was clear to me that we needed to make dramatic changes in our culture and leadership. Darryl designed a process that included tools which measured us in several dimensions and gave us insights on where to focus, such as chartering, conflict management and new leader orientation."

– Chaz Calitri, Vice President
of Global Engineering

"Darryl supported my leadership team in its journey from a loose collection of individual contributors to a team focused on a single mission. He listened to ensure all factions were heard, and then helped bridge the communication gaps between team members. I would recommend him to any leader who wants to move their team to the next level."

– Chris Smith
Head of Quality Operations