

**If Your Leaders  
Aren't Aligned, Your  
Culture is at Risk.**

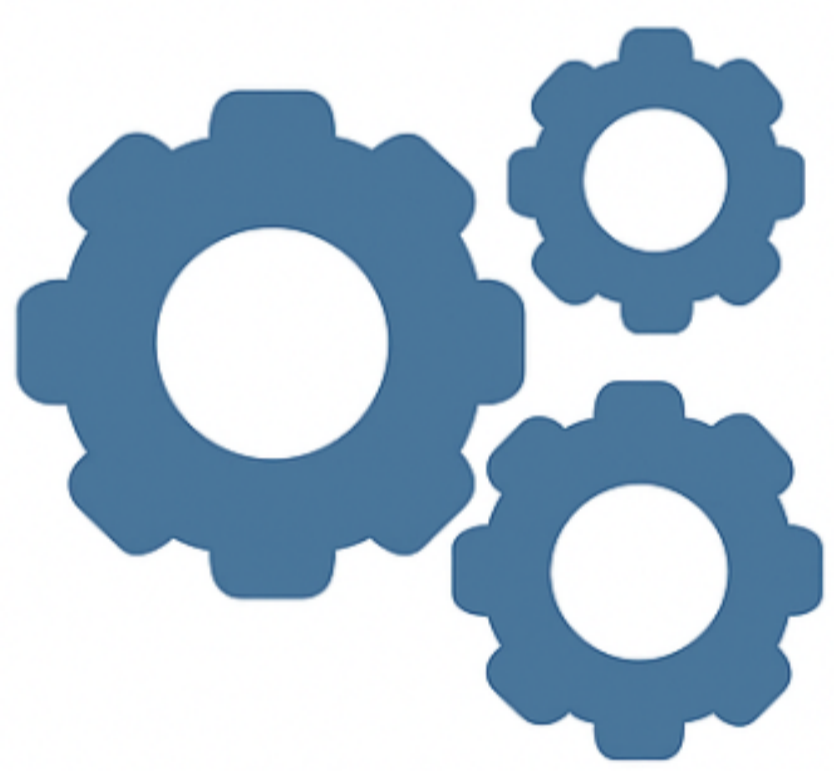
**66%**

**The Number of  
Your Leaders at  
Risk Leaving in the  
Next 6-12 Months.  
Are You  
Prepared?**



***Practitioners with Executive Experience & Academic Expertise***

We are a team of seasoned executives actively working in industry. In addition to long and active careers, our executives are doctoral-trained with extensive knowledge and expertise in the field of organizational strategy, culture and leadership. The combination of practical application along with evidence-based rigor and research methodologies provides best in class support and insights, which we bring to every client engagement.



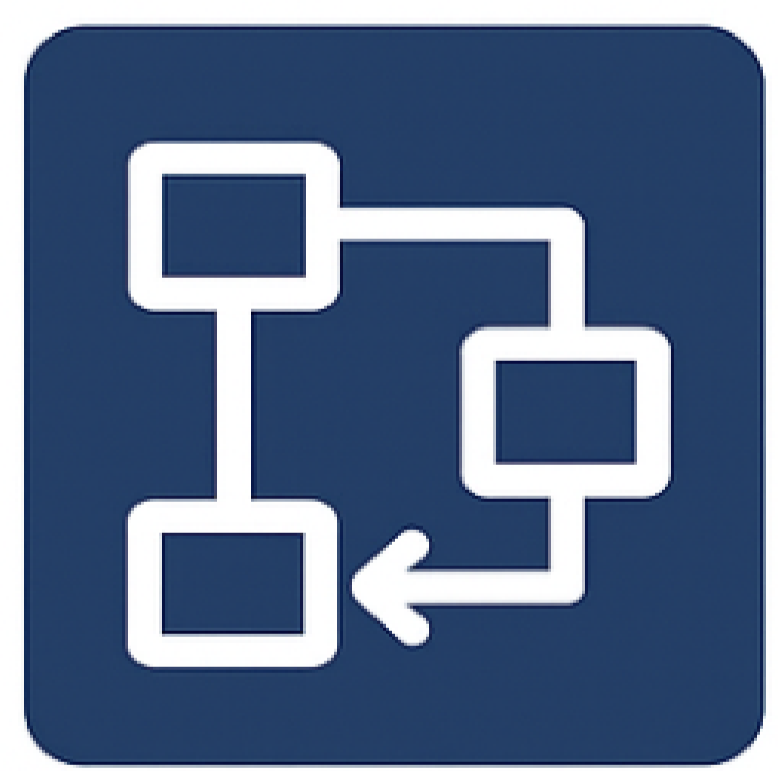
***Systems Thinking***

Developing strong leaders does not stop at assessment. Individual, team, and enterprise-level coaching and development aligns behaviors and practices to business imperatives. O'Brien Group is a partner and trusted advisor in bringing about cultural evolution resulting in strategy and performance that wins, every time.



***Values-Based, Mission-Aligned Leadership Activation***

Our bespoke approach is deeply rooted in your values and purpose. O'Brien Group enables and activates leader behaviors that sustain mission-driven habits across your leaders and teams, ensuring long-term business results, leaders and employees that thrive, and customers that stay loyal to your brand.



***Integrated and Iterative Process That Drives Sustainable Impact***

Using an evidenced-based approach, O'Brien Group will purposefully and intentionally engage in Discovery, Assessment, Alignment, Action, and Evaluation as a framework that delivers a structured, holistic process that reinforces ongoing accountability and ownership. We do not believe in transactional solutions. Our belief in a partnering relationship is foundational to the pathway leading to organizational commitment for lasting cultural activation and strategic achievement.





### PHASE I. DISCOVERY

- Pre-assessment preparation and intelligence gathering
- Scope of work agreement with the client
- Dedicated time with the executive sponsors

*O'Brien Group is our trusted advisor who transformed our leadership teams. Their work has accelerated the capabilities of our executive leadership, strengthened change readiness, and built lasting impact through tailored coaching, workshops, retreats, and enterprise-wide initiatives.*

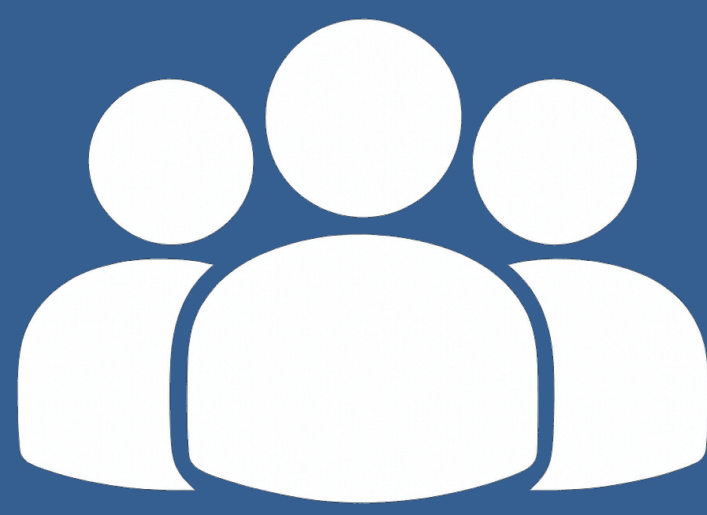
**Rocky Slonaker, MD**  
**Chief Medical Officer**  
**Pediatric Associates Family of Companies**

*Our OG consultants gave us the tools needed to move from "good to great". They did this by working with us during our team meetings, as well as individually, ensuring that their approach was tailored to the actual challenges we face everyday - customized and well-crafted.*

**Mark Clement**  
**Chief Executive Officer**  
**TriHealth**

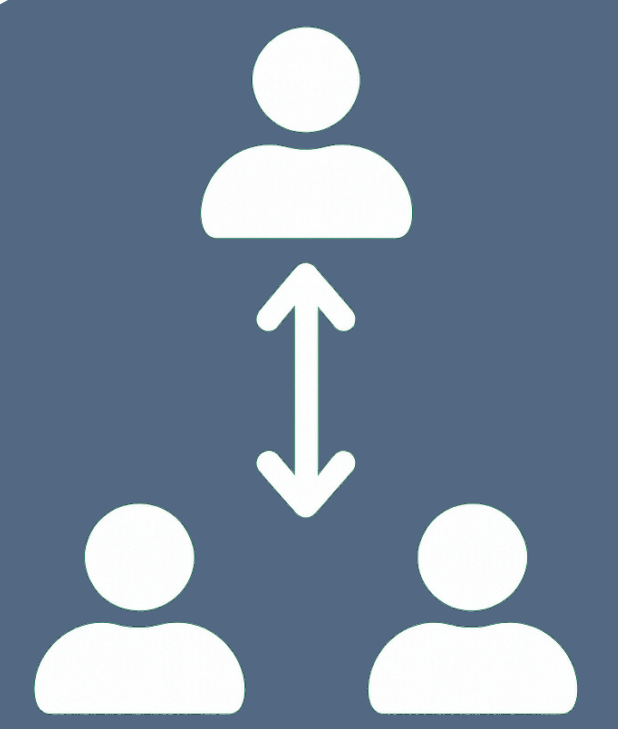
*O'Brien Group led a full strategic reset that transformed our organization's focus, clarity, and impact. In just one session, our leaders were challenged and mobilized at every level - board, staff, and community. This guidance became the foundation for securing new funding, launching innovative programs, and creating lasting accountability across our mission.*

**Melanie Keagan**  
**Chief Executive Officer**  
**The Center for Family Resources**



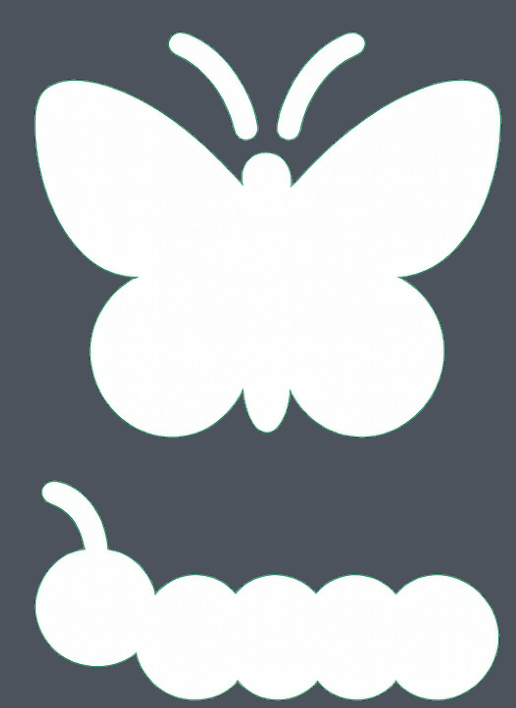
### PHASE II. ASSESSMENT

- Individual, Core Team & Organizational Assessment
- Identify Collective Values, Drivers, & Derailers
- Identify Alignments & Gaps in Business Imperatives



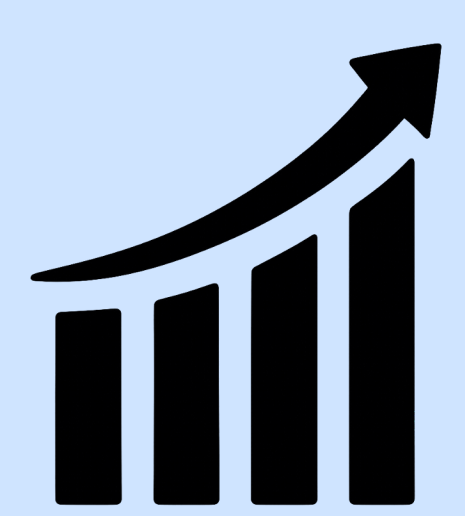
### PHASE III. ALIGNMENT

- Gap Analysis
- Solution Design (Goals, Metrics, Ownership)
- Commitments & Accountability Tracking



### PHASE IV. CULTURAL EVOLUTION

- Individual & Team Coaching and Development
- Align Behaviors and Professional Growth
- Iterative Development Scaled to Leaders at All Levels



### PHASE V. EVALUATION & ITERATION

- Progress Toward Scope of Work Agreement in Phase I
- Celebrate Wins, Recognize Key Players
- Jointly Identify Next Steps to Sustain Habits for Change



**MARY O'BRIEN, M.B.A, PH.D. (A.B.D.)** Leading O'Brien Group as President and CEO, Mary is passionate about partnering with leaders and teams to sharpen their competitive edge by streamlining collaboration and fostering clear, results-driven decision-making. With a career spanning 37 years and as an expert in the study of organizational change and culture, Mary supports the design and delivery of change management models unique to organizational strategy. This evidence-based approach accelerates transformational shift and anchors sustainable structures for ongoing change readiness and cultural health. With a lens toward leadership, Mary works directly with executives and leaders to help them advance their professional and personal leadership mastery. Because of this focus, Mary is able to help organizations optimize multiple aspects of organizational health including customer and workforce experience and retention, wellness and burnout prevention (including physician wellness and burnout), performance management and accountability, strategic planning, leading through growth, mergers, and acquisition, and maximizing profitability through continuous process innovation.



**JAMES H. KILLIAN, PH.D., M.A.** is Managing Partner with the O'Brien Group. Dr. Killian is a strategic growth and revenue leader with over 25 years of high-impact global leadership roles at Qualtrics, SAP, IBM and Hogan Assessment Systems. James has also led several startups and turnaround assignments to record growth, and helped achieve 1 IPO and 5 business acquisitions at multiples. In these roles, he has advised the world's best known brands such as Amazon, Apple, Disney, Expedia Group, L-Brands, Meta, Netflix, Nike, Starbucks and Visa to diagnose and improve employee experience (EX), customer experience (CX), talent management and leadership development programs that lead to measurable, impactful and long-lasting business outcomes.

Dr. Killian is also a professor in the Broad College of Business at Michigan State University, and the author of over 50 published articles, conference presentations and book chapters and is authoring his first full manuscript, *Obsessed: Cultivating the Customer-Driven Leader*. James is passionate about serving as a force multiplier to help leaders and businesses reach potential they never thought was possible. He resides in the San Francisco Bay Area and is a serious fitness fanatic, foodie and outdoor enthusiast.



**MICHAEL O'BRIEN, ED.D.** is one of the country's foremost executive leadership educators. As the founding executive of O'Brien Group in 1992, Michael has been a pioneering force in helping senior executives and their teams lead better and achieve more in the face of some of the most dramatic changes the healthcare industry has ever seen. A successful executive educator and CEO, Michael is also a dedicated leader, teacher, and author.

He has addressed association and executive meetings throughout the U.S., including AHA's Center for Healthcare Governance, ACHE, The Governance Institute, ASHRA, and many other leadership, executive and board retreats. Through his writings, workshops and his coaching with senior teams, Michael has helped executives, and their teams break through to new ways of thinking that evidence shows result in improvements in operations, financial results, and clinical performance. Now in semi-retirement, Michael continues his legacy of excellence as Executive Advisor to O'Brien Group.

Michael has authored two books, *Profit From Experience: A Guide to Knowing Yourself and Influencing Others*, and *Quicksilver: A Revolutionary Way To Lead the Many and the Few--Beginning with YOU*. Both books are available at Amazon.

*"Easily the most trustworthy consultants with whom I have ever had the opportunity to work. The deep subject matter expertise, combined with high levels of integrity, have contributed to their ability to help us achieve quantifiable results. I strongly recommend as a business transformation partner."*

**Peter L. ~ Head of Talent Management, Dish Network**