

## THE EXECUTIVE PARTNER FOR PEOPLE &amp; TRANSFORMATION

# We put a dollar figure on what your people and structure are costing you.

A boutique executive partner delivering fractional and project-based consulting in organizational design, development and performance. **AMC begins where most firms skip ahead — with an evidence-first diagnostic** — so every engagement targets root causes rather than assumptions. Senior practitioners align strategy, structure, people and process, then transfer capability so results endure after we leave.

|                                        |                                    |                                           |                                             |
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| 6–25×<br>ROI ACROSS SIX<br>ENGAGEMENTS | ~\$42M<br>TOTAL MODELLED<br>RETURN | 4–6 wk<br>TO AN EXECUTIVE-READY<br>REPORT | 50+ yrs<br>COMBINED PRINCIPAL<br>EXPERIENCE |
|----------------------------------------|------------------------------------|-------------------------------------------|---------------------------------------------|

## CORE CONSULTING CAPABILITIES

### Organizational Design & Change

Realign operating models, decision rights and accountability to strategy — dismantling silos and lowering coordination cost.

### Leadership & Behavioural Diagnostics

Simulation-based assessment reading leadership performance under pressure — observable evidence, not self-reported personality.

### Performance Coaching & Training

Executive coaching and manager capability-building that translates competence into behaviour which holds under pressure.

### Organizational Development

A diagnostic-to-delivery method integrating people, process and strategy, so change investment converts into measurable value.

### Human Capital Optimization

Skills-first workforce planning, succession and pipeline development, aligning human-capital supply with strategic demand.

### Digital Enablement & Governance

Analytics, automation and AI adoption led through a change lens, so technology spend is absorbed rather than worked around.

## THE ASSESSMENTS

01

ASSESSMENT ONE

The Alignment Check

WHO

Everyone, or a population you choose — a division, a site, a region, a pilot group.

READS

Direction, decision rights and candour: whether the organization pulls one way, who decides, and whether bad news travels fast enough.

EFFORT

Under 10 minutes per person.

YOU SEE

An Alignment Index against your sector benchmark, and where the cost sits by division.

Where is execution breaking down, and what is it costing us?

02

ASSESSMENT TWO

The Leadership Simulation

WHO

Leaders, typically director level and above.

READS

What leaders prioritise and trade away under pressure, across fifteen competencies in four orientations. Behaviour, not personality.

EFFORT

45 minutes per leader, plus ~3 hours of executive time.

YOU SEE

Every leader matched against the competencies your future state requires, and where the bench is thin.

Can the people making the decisions deliver the business we are becoming?

## SIGNATURE METHODOLOGY — DIAGNOSTIC FIRST, THEN DIRECTION

|                                                                                                                                           |                                                                                                                                               |                                                                                                                                        |                                                                                                                            |
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| <b>DIAGNOSE</b> 01<br>An organizational health check: how teams work together, leadership mapping, decision rights and process economics. | <b>REPORT</b> 02<br>An executive-ready report: where performance breaks down, what each gap costs annually, and a roadmap your champions own. | <b>PAUSE</b> 03<br>We leave the evidence with senior leadership to reflect on direction. You set the pace; nothing moves until you do. | <b>SOLVE</b> 04<br>On your decision, we scope against what the evidence found and deploy specialists from a vetted roster. |
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## ◆ SELECTED ENGAGEMENT OUTCOMES

Six engagements that began with diagnosis and then acted on what it found. **None began with a solution already chosen.**

### Succession & Talent Pipeline

25:1

**DISTRIBUTION • 400 PEOPLE • \$11M EST. RETURN**

Patchy bench strength; vacancies filled by costly external hires. **We built** a succession framework, simulation-led high-potential identification and targeted development.

### OD for Process, Systems & People

15:1

**ARCHITECTURE / ENGINEERING • 250 • \$10.5M EST. RETURN**

Siloed teams and conflicting processes after an acquisition. **We built** a unified operating model, a shared playbook and a change-champion network.

### Digital Transformation & HRIS

20:1

**SUPPLY CHAIN • 500 • \$6M EST. RETURN**

Fragmented workflows and unclear decision rights; leaders strong at execution, weaker at change. **We built** an aligned digital roadmap, digitized HR, and developed leaders.

### Learning & Development System

20:1

**CONSTRUCTION • 300 • \$6M EST. RETURN**

Unclear decision rights and low candour; supervisors underusing coaching. **We built** a learning hub with role-based paths, mentored 90-day onboarding and manager coaching.

### Performance Management System

16:1

**MANUFACTURING • 500 • \$5.6M EST. RETURN**

Ad-hoc reviews and low manager confidence. **We built** a continuous performance framework embedded in existing HR technology, with leader dashboards.

### Leadership Development Programme

6:1

**PROFESSIONAL SERVICES • 200 • \$2.9M EST. RETURN**

Senior retirements against a thin bench; gaps in strategic thinking and change leadership. **We built** a competency model, workshops, 1:1 coaching and succession integration.

**Six engagements, six sectors, one repeatable method.** Returns are modelled three-year EBITDA recapture against a fixed fee, on conservative assumptions — directional rather than audited. Client, provider and system names removed throughout.

~\$42M • 6–25:1

## ◆ THE PRINCIPALS — THREE DISCIPLINES, ONE METHOD



**Agnes Watkinson**  
**FOUNDER & MANAGING PRINCIPAL**

Seventeen years in organizational development, talent and change. Works directly with C-suites, boards and private equity. Built and sold an AEC advisory firm.



**Leslie Dibling**  
**DIRECTOR OF ORGANIZATIONAL DEVELOPMENT**

Fifteen years across operational execution and enterprise transformation. Owns delivery: remediation, operating-model design and technology adoption.



**Mike Watkinson**  
**LEADERSHIP & PERFORMANCE COACH**

Twenty years in industry before coaching. Certified Master Coach and Psychological Health & Safety Professional. Turns findings into behaviour.

### 50+ years

of combined principal experience across OD, operations and executive coaching.

### 130+

vetted consultants and industry partners, deployed against what the evidence found.

### Four regions

Canada, the United States, Europe and Latin America.

## ◆ CREDENTIALS & RECOGNITION

### CERTIFIED WBE

Women Business Enterprise, WBE Canada — supplier-diversity eligible for boards and procurement.

### PROSERVICES

Pre-qualified Government of Canada supplier under the ProServices Supply Arrangement.

### SPEAKING

The Buildings Show, Con-Expo, WOBI New York, OSWCA and Rail Day. Published: the Digital Dexterity Playbook.

### METHOD

Fifteen leadership competencies across four orientations; findings dollarized against your own compensation data.

## Let's begin with the evidence.

A 30-minute scoping call. No slides, no pitch — and if a health check is the wrong instrument, we say so.

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