

North Star Learning provides you support addressing the unique leadership challenge and opportunities of your team/organization today and planning for the demands of the future. With consideration of the unique strengths and differentiators of your business, our advisory services provide you access to proven practices and coaching tailored to your organization growth and transformation objectives.

ADVISORY SERVICES					
Strategy Development		Change Implementation		Acumen Development	
Strategic Process Facilitation	<i>Extensive experience facilitating strategic planning processes and teams across industries and cultures</i>	Change Process Facilitation	<i>Extensive experience facilitating strategic planning processes and teams across industries and cultures</i>	Learning Culture Facilitation	<i>Facilitation of the proven processes to build the learning culture required to support your defined growth goals</i>
Strategic Differentiators Identification	<i>Leveraging proven process (e.g., SOAR) to identify the unique strengths and organizational differentiators</i>	Change Readiness Assessment	<i>Assess the readiness of the culture to accept the defined change and shape transition plan for 'As-Is' to 'Should-Be'</i>	Capability Needs Analysis	<i>Identify and prioritize the key differentiating capabilities (individual and organizational) required for goal achievement</i>
Strategic Model Creation	<i>Articulate the specific business model that will drive accomplishment of defined team/organization goals</i>	Stakeholder Analysis and Coordination	<i>Identify, prioritize and engage stakeholders required for successful change implementation</i>	Acumen Instructional Development	<i>Sourcing and/or creation of targeted learning activities, programs and resources to build and reinforce capabilities</i>
Strategic Message Development	<i>Crafting your strategy into meaningful messages to align and energize stakeholders toward strategy execution</i>	Change Message Development	<i>Crafting your communication strategy to align and energize stakeholders to support and lead the defined change</i>	Acumen Program Delivery	<i>Coordination of delivery of program, resources and logistics of targeted learning programs to build new capability</i>
Team and Talent Alignment	<i>Translating strategic intent into practical team and supporting systems to empower the strategy</i>	Change Leader/Agent Preparation	<i>Identify and enlist agents for the desired change and prepare them to lead and handle resistance</i>	Leader Preparation	<i>Equip the team/organization leaders with the unique skills required to engage the workforce for success</i>
Define Success Metrics	<i>Define metrics and process to track progress and make real-time directional adjustments</i>	Define Success Metrics	<i>Define metrics and process to track progress and make real-time directional adjustments</i>	Define Success Metrics	<i>Define metrics and process to track progress and make real-time directional adjustments</i>