



TALENT, ORGANIZATION & PEOPLE SOLUTIONS

# Leadership

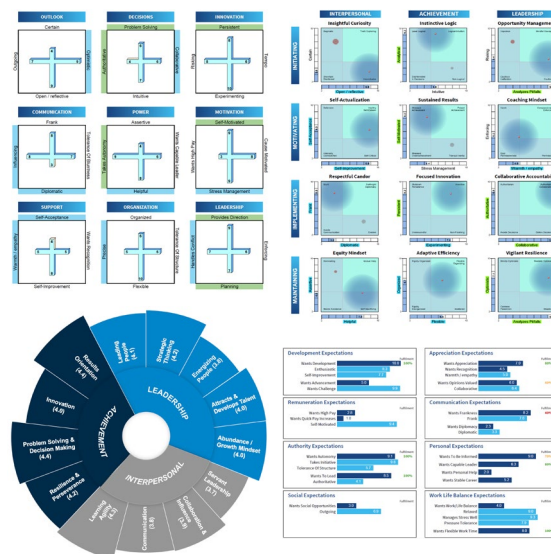
Our Talent, Organization & People Solutions (TOP) elevates the ‘human side’ of business and helps clients **execute workforce strategies that address today’s challenges** and set the course for **profitable growth**. A critical enabler for an **organization’s performance is its Leadership and Team Effectiveness**.

Effective **Leadership provides direction and motivation, drives innovation and change and fosters teamwork and accountability**, all of which are crucial for achieving business results and profitability improvement.

Leaders and board members call A&M for leadership effectiveness when:

- **Ensuring** the right leadership team/capabilities are in place to develop and deliver the **Business Strategy, Value Creation Plan, or Transformation**
- **Seeking an objective assessment** of executives in:
  - A proposed or recent acquisition
  - An underperforming division, subsidiary, or portfolio company
- Selecting and integrating leadership during **M&A**
- Strategically **aligning** and **maximizing** the **performance and cohesion** of their executive team
- Conducting **proactive succession planning** to de-risk and ensure smooth transitions

## Data-driven Deliverables



## How A&M Delivers Outcomes

**A&M’s framework starts with a focus on the organization’s strategy, goals and stakeholder expectations. This guides an intentional, data-driven approach for assessments, coaching and development, team effectiveness, succession planning and onboarding/transitions.**



### Leadership Assessments:

Define the ideal leadership profile for organizational success and use objective data to assess enterprise leaders and key talent.



### Leadership Development:

Customized leadership development experiences that are tightly woven to business strategy and leadership transformation.



### Team Effectiveness:

Clearly define Leadership Team’s purpose, goals, roles and responsibilities while establishing effective team norms, behaviors and processes.



### Succession Planning & Onboarding/Transitions:

Improve identification of potential successors for critical roles, accelerate culture assimilation and help foster strong relationships quickly.

**Reach out for a consultation to discuss your culture needs!**

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## What Else to Consider

In addition to achieving leadership effectiveness, it's beneficial to understand how it affects other aspects of the "human side" of your business.

### Employee Deal

- How will the organization align its employee deal with talent development?
- Is leadership actively involved in their people's career development?

### Culture

- How will leaders drive change and accelerate culture adoption?
- What are the critical leadership competencies needed to drive culture change?

### Operating Canvas

- What are the competencies, roles and organizational structure needed to do the work?
- How is empowered decision-making enabled?

## About Talent, Organization & People Solutions

TOP partners with clients to isolate and accelerate the capabilities and leadership required to deliver on your service promise.

### Talent

Build workforce strategies, development programs and employee deals that deliver on your brand's promise



**Leadership**



**Workforce**



**Development**



**Employee Deals**

### Organization

Align operating model, elevate organization design and fitness and build cultures that drive positive change



**Operating Canvas**



**Design**



**Performance and Fitness**



**Culture**



**Change and Adoption**

### People

Provide HR function expertise, create belonging solutions to support diversity, equity and inclusion and enhance the employee lifecycle



**Human Resources**



**Belonging**



**Employee Life Cycle**

## ABOUT ALVAREZ & MARSAL

Founded in 1983, Alvarez & Marsal is a leading global professional services firm. Renowned for its leadership, action and results, Alvarez & Marsal provides advisory, business performance improvement and turnaround management services, delivering practical solutions to address clients' unique challenges. With a world-wide network of experienced operators, world-class consultants, former regulators and industry authorities, Alvarez & Marsal helps corporates, boards, private equity firms, law firms and government agencies drive transformation, mitigate risk and unlock value at every stage of growth.

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