

ThomasLeland partners with organizations to achieve transformation and adaptability objectives. We address the cultural underpinnings of behavior and performance to enable sustainable change, alignment, and stakeholder engagement.

Our unique anthropological perspective and ethnographic method yields surprising results. From insights to impact, we provide solutions to:

- **Align strategy and culture** - we design and implement cultural strategies for successful merger & acquisition integration, joint venture alignment and other change initiatives.
- **Build high-performing leadership teams** to meet the challenges of global, dynamic and complex performance environments.
- **Implement next-generation Diversity & Inclusiveness strategies** to be (a) globally aligned, (b) locally relevant, and (c) valued enablers of talent collaboration, marketplace, and innovation priorities.

ThomasLeland:

- Works alongside clients — as *"outsiders on the inside"* — to develop and implement unconventional solutions to achieve transformation objectives and resolve persistent organizational challenges.
- Engages across geographies and industries with private, governmental, and non-governmental organizations.
- Employs a unique four-stage engagement model with clients. Some clients work through all four stages, while others focus on one or more areas according to their specific needs.

### The ThomasLeland Engagement Model



To find out more, contact:

Ms. Kristen Vanderveen  
[kristen.vanderveen@thomasleland.com](mailto:kristen.vanderveen@thomasleland.com)

