



in partnership with



The challenge for business is designing an efficient engine to deliver VALUE to the marketplace while also creating a COMPASSIONATE community for all staff. One without the other is likely to fail. Always doing them together is the challenge of leadership at all levels.

## Jerry L. Talley | JLTalley & Associates

Jerry taught small group and organizational dynamics during his 18 years as a Clinical Professor of Sociology at Stanford University. He moved out into organization development and had over 450 client engagements across almost 50 years as an external consultant. Client engagements were centered around organizational assessment, advanced problem solving, work process design, and strategic planning.

Jerry pioneered an approach to characterizing work that supported more effective work design while also inviting staff to be the designers of their environment rather than just operators. He also identified a problem solving approach that guides the resolution of even the toughest of problems.

## PORTFOLIO | recent projects

- **Redesigned project management system:** Facilitated company-wide review of deteriorating project practices.;; Guided executives and project managers in re-design of work processes and installed mechanism for ongoing process improvement.
- **Downsizing:** Designed system for compassionate closure of military equipment manufacturers. Successfully enabled staff to find new positions before departing.
- **Priority setting:** Facilitated large project-oriented county department in creating a process and database for setting priorities across hundreds of projects.
- **Re-visioning:** Guided multiple public sector departments in understanding their rightful vision and revising operations to support their reinvigorated purpose.)
- **Survey assessment:** Designed and interpreted employee survey for state power utility and guided executive teams in defining and initiating culture change.

## INDUSTRIES

- \* High tech
- \* County government
- \* Pharmaceuticals
- \* Not-for-profits
- \* Public utilities
- \* Health care
- \* Education
- \* Aerospace
- \* Construction
- \* Banking & Finance
- \* Hospitality
- \* Entertainment & Broadcasting
- \* Manufacturing
- \* Publishing

## PAST CLIENTS

- \* Intel
- \* Hewlett Packard
- \* Amdahl
- \* City of Sacramento
- \* County of Santa Clara
- \* County of San Mateo
- \* Genentech
- \* AARP
- \* Blue Shield of California

## CREDENTIALS

PhD, Sociology - Stanford University

BA and MA - Sociology - Stanford University