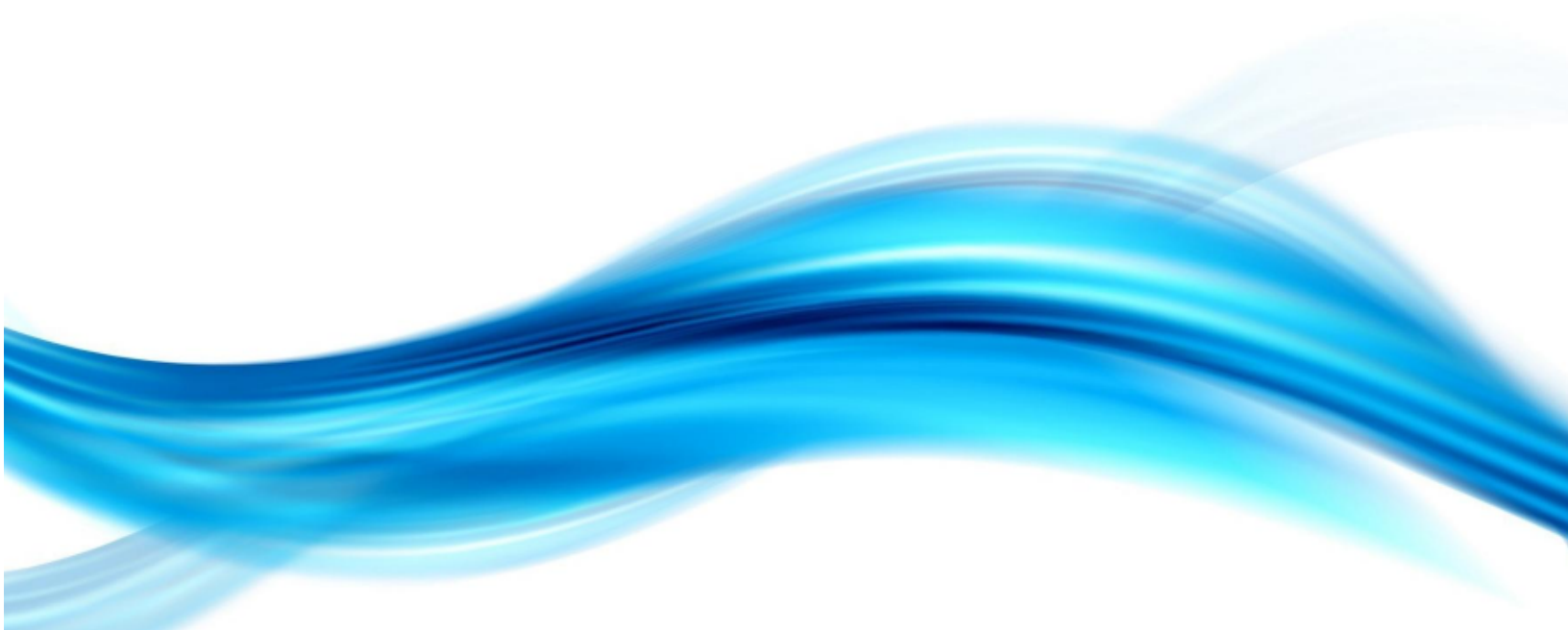


## Organizational planning and long-term strategy. We delivered.

Our planning and employee development solutions allowed one of the world's largest databases for academic research to set the necessary business course – including selling to a content partner within three years.



The traditional publishing industry – as a whole – has steadily declined in recent years. This technology division of one of the world’s largest content databases worked with us to develop a long-term strategy, resolve immediate cash flow issues and set a clear path for necessary changes.

### The Challenge

As a result of industry-wide declines in the publishing sector, one of the world’s largest academic research and humanities databases faced reduced revenues and uncertain market future. Additionally, the client worked with an uncertain customer base and received significant push back from legacy non-technology sources.

The client faced a new, dynamic market without a clear vision or strategy for long-term planning. The existing leadership team lacked the skills necessary to develop a cohesive strategy, meet demands and challenges and set a course for necessary changes.

### The Process

The goal of our program was to resolve immediate challenges, set-up a short-term operational plan and develop a long-term strategy. We started from the ground up, gathering input and insights from employees at all levels. Prior to engaging in strategic planning sessions, we interviewed employees individually and in groups to determine needs at all levels.

After our initial assessment, we were able to realign the general organizational infrastructure and implement necessary skill development and strategic planning programs.

### The Solution

Working with executive leaders, we developed leadership accountabilities and initiated leadership development efforts through facilitated sessions and individual executive coaching. We helped leaders and managers hone the skills necessary for new directions and responsibilities.

We also helped identify the organization’s long-term goals and communicated that vision to employees, so they could better understand changing priorities.

### The Results

When the organization’s leadership team understood the newly established vision and long-term plan, leaders came together and “gelled.” Leaders began to collaborate regularly and the new strategy allowed the organization to prepare itself for a necessary acquisition.

Within three years the original company was successfully sold to a large content partner.

You can learn more about us at: [www.triangleperformance.com](http://www.triangleperformance.com).



Sector: Technology/Publishing

Solution: Leadership Development, Acquisition Strategy

Challenge: Reduced revenues, uncertain market future, cash flow concerns.

Results: Developed clear strategy and long-term vision to map-out a viable business course.

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