

Lawton Harper

Lawton Harper advises on organization design, implementing complex change, and executive team performance. He has worked across major business functions including Customer Service, Finance, HR, IT, Legal, Marketing, Operations, Sales, etc. in a variety of industries including Consumer Products, Financial Services, Pharmaceuticals, Professional Services, Real Estate, Software Development, Telecommunications and Utilities.

Sample projects include:

- Supported geographic reorganization and centralization of corporate functions for a global financial services company targeting growth. Provided alternative structures, cost and headcount analytical modeling, and detailed design recommendations for Board and investors. Integrated feedback and provided implementation plan for successful rollout
- With the management team of Fortune 50 pharmaceutical's European unit, overhauled the management approach in place for decades. Developed a small group of specific initiatives, a sequence and timeline, installed program infrastructure, and mobilized teams for execution. Advised on extensive stakeholder management challenge required to support this change
- For the CEO and HR leader of US financial institution, served as advisor on key organization and management decisions during multi-year turnaround effort. Topics included structure, senior staffing and development, executive team functioning, culture, and managing major change
- Studied sales force structure and go-to-market processes in US operating divisions of privately-held consumer products company considering restructuring field offices. Surfaced unexpected findings through field interviews and thorough analysis of operating costs. Working sessions with COO and Chairman reversed impending decision and redirected management efforts
- Led restructuring of two major divisions merging on an accelerated timescale within global telecom of 100,000+ employees. Conducted structure modeling sessions with senior managers, tracked headcount and cost outcomes, and advised on sequencing of major changes. With CEO and HR leader, launched new executive team and highly-successful era for this company
- Developed change management strategy to support global accounting firm's major culture shift, including changes in career paths, compensation, performance management, and individual development. With senior client team, articulated core messages, targeted key employee segments, and selected appropriate channels. Supported worldwide implementation over 12 months including written, live and remote communications

Prior to founding LH&P in 2007, Lawton served as Director (Vice President) of Organization Effectiveness and Efficiency for two divisions of British Telecom in London. Previously, he led internal consulting efforts for MCI and has also worked for external consultancies, including McKinsey & Company. He holds an MBA in general management from New York University's Stern School and a BA in sociology from Hamilton College.