

Barbara C. Bushey

Barbara Bushey has over 25 years' experience helping clients undertake significant change – on the organizational, team or personal levels. She has worked across all major business functions in industries including Financial Services, Professional Services, Telecommunications, Technology and Energy. Barbara works with executives and their teams to define success, create a path forward, enlist stakeholder support, and enable essential behavior changes. She provides confidential thought-partnership and real-time guidance to help executives navigate obstacles as well as new, unanticipated challenges.

Sample projects include:

- For a full-service financial institution, assessed company-wide senior management bench strength. Developed method for consolidating individual ratings into an integrated view of overall capability and critical gaps that threatened continued growth. Applied these and other findings for targeted individual development and succession planning.
- Partnered with newly appointed CIO to drive a long-overdue transformation. Served as thought-partner for CIO on pace of change and facilitated leadership team alignment and actions. Provided processes and tools to guide leadership in surfacing resistance, addressing concerns, and building employee ownership and engagement.
- For a retrenching consumer products company, identified core leadership competencies to drive culture change. Utilizing known performance issues and feedback from customers and suppliers, articulated competencies and behaviors that embodied the new culture. Facilitated cross-functional teams to identify strategies to remove obstacles and overcome resistance. Developed recognition and rewards programs and published success stories.
- Partnered with CEO and executive board of a regional hospital chain to refresh board membership. Working from the shared view of the organization's strengths and opportunities as well as current and future challenges, defined core competencies for individual board members as well as ideal board composition. Designed and implemented board assessment process, provided feedback to individual board members, and delivered recommendations to the CEO.
- Guided onboarding for a newly hired senior executive tasked with bringing external perspective and industry best practices to a company with many long-tenured executives. Provided a process for initial data-gathering, understanding of cultural norms and identification of key stakeholders. Served as a sounding board for goal setting and stakeholder management.
- Developed end-to-end hiring process for rapidly growing real estate investment firm. Codified essential company-wide competencies based on founder's requirements and top performer behaviors. Provided guidelines and recommendations for sourcing, interviewing, and evaluating candidates, as well as best practices for onboarding and managing new hires. Provided job-specific competencies for selection into key senior roles.

Previously, Barbara was Director of the Workforce Renewal Practice at Renaissance Strategy Group and a Principal at Cambria Consulting. She holds a Doctorate in Education from Harvard University and a B.A. in Psychology from the University of Colorado.