



LEADERSHIP EXCELLENCE

People & Transformation

Business leaders, transformation offices, communications functions and HR teams partner with us to enable change.

Drawing on our decades of experience across industries and in every major geographic market, we assess current and future situations, analyze the stakeholder impacts, and use these inputs to develop successful transformation programs.

What we do

We work with business leaders and their teams to optimize their skills, brand and leadership, unlock potential, and shape and articulate corporate purpose, values and behaviors.

Transformative times require great leaders. Great leaders are rarely born that way; they're shaped and honed by their experience, drive and learning. We know that leadership can be learned, and that exceptional leadership leads to enhanced organizational performance and sustainable value.

During times of disruption and transformation, the emergence and presence of great leaders is never more important. It is they who must navigate their organizations through ambiguity, challenge and opportunity—from the impact of disruptive technologies, increasing marketing competition, strategic shifts or evolving legal and regulatory frameworks. Driving change while communicating and cultivating strategic focus, meeting growth objectives, supporting talent and enhancing operational efficiency are often the factors that define a leader's immediate impact and legacy.

We support leaders at every stage of their careers, from aspiring and experienced managers to CEOs in transition. Whether your focus is on developing practical expertise and confidence, communicating internally and externally and maximizing results, or building teams and organizational culture, we provide practical, agile support. Often, our work dovetails with a changing view of the talent in organizations and how that impacts ways to identify, nurture and retain high-potential employees — and how best to redefine, hone and embed leadership qualities, skills and behaviors.

Particularly in times of transformation, our experience has led us to focus “top-down and bottom-up,” deploying our change expertise to enable leaders to be sponsors and advocates of change, while working in tandem with the mid-level leaders at the coalface — those critical change agents and champions without whom few organization-wide initiatives can take root.

Whatever your requirement, we develop leadership solutions that underpin, energize and sustain organizational purpose, vision and values. We partner carefully and objectively with HR, communications and transformation professionals, ensuring that we deliver visible results while “working with the grain.”



C-Suite, board and top team effectiveness

Elevating leadership communication and behavior to enhance leadership skillsets, realize and deliver on internal customer and shareholder objectives through bespoke workshops and learning programs.

Allowing teams to form around key projects or a new strategy, working through potential dissent to effectively achieve business goals.



CEO transition and onboarding

Supporting the arrival of new executives to “speak” the organizational culture, develop their own compelling vision narratives and communicate this across the wider workforce.

Supporting executives to drive their change agenda, design an organization fit for purpose



Executive coaching

1:1 Specialist coaching support for junior and veteran executives to find your authentic voice and speak with confidence and impact to all your stakeholders on business priorities.



Future leaders

Providing specific support to identified high-performers through training and coaching to support widening roles and responsibilities, delegation and accountability and become the face of the future of your organization.



Leadership development

Working with all your tiers of leadership to align on leadership “voice” and cultivate the pipeline of up-and-coming leadership talent.

Meet our people



Victoria Strachwitz is an expert in change management, leadership and organizational development.

She regularly advises senior executives and board-level leaders, as well as PMO and functional teams (e.g., strategy, HR and communications teams) to be effective navigators and enablers in times of change, uncertainty and disruption.

Victoria has supported leadership teams to reflect and evolve their leadership style and culture to meet the demands of their organization's milestones, needs and cultural developments in order to ultimately achieve their business targets and create an attractive and sustainable workplace.



Farina Casselmann is an expert for change management and change communications with a special focus on leadership enablement.

She has profound experience in helping clients strengthen their leadership culture to achieve business targets and sustainably embed required behaviors in the organization.

A key focus of her work is ensuring that managers and leaders are equipped and enabled to fulfil their roles and act as role models for their teams.



Alexandra Priola focuses on strategic communication as it relates to organizational effectiveness and human capital engagement.

Alexandra has significant experience in developing and managing projects in the areas of employee engagement, strategic change enablement and organizational alignment, and she has developed many tools and resources designed to identify and reinforce the key drivers that attract, engage and retain talent and shape high-performing cultures.

EXPERTS WITH IMPACT™

About FTI Consulting

FTI Consulting is an independent global business advisory firm dedicated to helping organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political & regulatory, reputational and transactional. FTI Consulting professionals, located in all major business centers throughout the world, work closely with clients to anticipate, illuminate and overcome complex business challenges and opportunities.

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