



TOLERO
solutions

Facilitating Sustainable Growth
Organizational Development & Change Consulting

"Now is the right time"
- Lotus Sutra

Facilitating Sustainable Growth
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Areas of Expertise:

- *Business Transformation & Change Management*
- *Team Performance & Team Building*
- *Diversity & Inclusion*
- *Generational Alignment*
- *Strategic Planning*
- *Strategic Communications*
- *Coaching, Performance, Retention & Engagement*

Scott H. Span, MSOD is President of Tolero Solutions, an independent Organizational Development & Change Management consultancy. Scott specializes in developing people and organizations to be more responsive, focused and effective.

Scott has worked both internally, externally, and as an independent contractor in the public and private sector. He is a resourceful and innovative problem-solver with a belief of lifelong learning and personal growth. He effectively manages people, processes, technology, and projects helping individuals and organizations to attain their desired goals.

Scott delivers results through assessing client objectives and organizational culture to implement customized solutions. He successfully delivers organizational improvement solutions to staff teams, individuals and organizations. His results have not only helped achieve desired goals, but have also increased personal growth and development, leading to a more efficient and effective work environment with increased return on investment.

Prior to forming Tolero Solutions, Scott worked at several consulting firms of various sizes including Accenture, where he worked as both an external consultant with the global Organization and Change Management practice and an internal consultant for Careers, Performance, Rewards and Engagement, where he helped to design a global recruitment, retention and engagement strategy.

He holds a Masters in Organization Development (MSOD) from American University and the National Training Laboratories (AU/NTL). He is also certified in the FIRO Element B (FIRO-B) behavior instrument powered by The Human Element. Additionally he holds Process Mapping and Balanced Scorecard Certifications. Scott also holds an active government security clearance.



**Preactive
Marketing**

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