



TOLERO
solutions

Facilitating Sustainable Growth
Organizational Development & Change Consulting

"Now is the right time"
- Lotus Sutra

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Solutions we deliver:

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

What we do:

Tolero Solutions – Delivering organizational improvement solutions and facilitating sustainable growth.

Tolero Solutions is an independent Organizational Development and Change Management consultancy specializing in facilitating sustainable growth by developing people and organizations to be more focused, responsive and effective. Tolero Solutions supports people and organizations as they change and develop. By designing and implementing enduring solutions, it enables leaders, teams and individuals to identify and navigate priorities; collaborate for success, and accelerate and achieve sustainable results.

At Tolero Solutions, we help you and your organization find solutions that change the way that work is done – **for the better**.

Organizations are funny places. Every business is unique because the people at the heart of the organization are unique. We work with businesses in both the private and public sectors and go that extra mile to tailor your solutions, making them **effective** in a way that's right for you.

We don't just talk a good game about organizational improvements, we help you implement them to get the **results** you need. Tolero Solutions and its' team of highly skilled consultants and strategic partners excel at developing organizations and the people and teams within them.

At Tolero Solutions we focus on:

- Helping you to clarify your strategic intent and define and execute your vision, goals, culture and organizational design
- Focusing and aligning the mindset and performance of your leaders, managers and employees
- Developing the capability of your people and your organization and helping you facilitate positive changes and **sustainability**



www.tolerosolutions.com

Phone: 240-863-2063 • Email: info@tolerosolutions.com • Twitter: [SSpanTolero](https://twitter.com/SSpanTolero)
Address: PO Box 15032 Silver Spring MD 20914

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Client Results:

- Developing and implementing an employee retention and engagement program for a fortune 500 company
- Designing and executing a change management approach for a group of multiple cross agency stakeholders
- Facilitating strategic planning sessions and the development of organizational mission and vision statements
- Creating a diversity program and a multi generational retention and recruitment program
- Managing change and communications around Federal ERP implementations, with a strong focus on people

Testominal:

"I worked with Scott Span of Tolero Solutions on the internal HR Global Mobility project at Accenture. If you're looking for a skilled Organization Development & Change Management consultant, with a versatile and collaborative approach, then I highly recommend Scott. I found Scott to be a resourceful and innovative problem-solver. His expertise in organization development, change management and strategy were an asset to the project. He was tasked with creating the first HR Global Mobility Blueprint for Accenture; a project that at the onset was extremely vague and involved working without much guidance. Scott excelled at turning vague new concepts into a clearly defined reality. He gathered extensive information from various sources succinctly and accurately leading to significant improvements to our eventual work processes and services. Scott clearly and concisely explained the goals of the project to the various teams and provided data on what they can do to assist and how they may be affected by future changes. Through his detailed data collection, concise analysis, and relevant recommendations we have a better overview and directed next steps for changes to Global Mobility. The work that Scott accomplished will save time and resources for our entire Global Mobility team. Scott and Tolero Solutions was a value add and definitely an asset to our project." Great Results, Good Value, High Integrity!"

- Global Mobility Manager: Accenture

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