

Welcome to Ramseyhouse Consulting



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Established in January 2013, Ramseyhouse Consulting brings a unique blend of public sector and private enterprise experience to clients across Canada.

Working collaboratively with multi-professional teams, Ramseyhouse Consulting provides an agile approach by blending strategic insight, business acumen, performance excellence and leadership coaching to achieve results

As the principal business owner, David Ramsey has worked as a consultant for 15 years with a range of sophisticated clients in the public and private sectors helping them achieve results through breakthrough strategies. Prior to this, from 1980 to 2000, he operated as a senior leader in large complex organizations in England, United Kingdom.

During this time, He has designed/redesigned and implemented strategies, processes, operational improvement plans and best practices and procedures across public and private sectors in the United Kingdom and Canada.

David is a certified Management Consultant (CMC), a certified Executive Coach, a certified Team Productivity Coach and an accomplished facilitator with experience of working across multi-professional teams.



Ramseyhouse Consulting adds value by focusing on what matters to our clients

Having high performing teams increases your chance of success ten fold

Strategic Planning and Strategic Development

By working with organizations to develop strategy that aligns with vision, values and mission, and takes into account internal and external opportunities, risks and challenges, the organizations can develop strategies that can be implemented **with** realizable benefits.

The key to this success however is establishing rigor regarding accountability of action and ensuring that clients do what they say they will do by the deadline they set.

We work with organizations to create strategies that are meaningful and are used as a “way-mark” for operational action over a 1, 3 and 5 year period.

The approach used is facilitative and focuses on getting the client teams to articulate their priorities so they can be turned into practical and common sense actions. This includes the development of evaluative milestones to demonstrate progress, success and what should be stopped, started or maintained.

High Performing Team Development

The key to organizational success is through high performing teams.

By working in partnership with Team Coaching International we benchmark teams with over 250 high performing teams measuring productivity and positivity.

The results of this assessment are debriefed with the team followed by action planning. The teams then use this information as a way for teams to move from being a workgroup to a team to a high performing team.

Ultimately this will enable leaders to mobilize and motivate others to achieve results.

Leadership is the ability to mobilize and motivate others to deliver results



Unlocking organization potential

*"Organizational culture eats
strategy for breakfast" Peter
Drucker*

Organizational Design and Development

So, you have your strategy in place, you have teams that are beginning to function, but something still isn't quite right.

Some organizations try to resolve this by restructuring the organizational functions and moving people around. While this may have some impact, we view organizational design as needing to be considered as part of organizational strategy so that drives organizational direction and enable a sustainable long term future. We also see organizational design as a key part of productivity improvement.

We work with clients by considering how strategy is aligned across the organization, what effort is being duplicated, who has accountability, responsibility and ownership for results and then work out ways to make actions happen. Part of this is through establishing a set of values that relate to the desired leadership and operating culture needed for success and ensuring that performance metrics can be tied back to the organizational vision, values and mission.

We help clients develop an approach to prioritize key actions and identify changes that are required across four key dimensions of people, process, systems and technology in order to deliver improved performance and organizational design. There are other aspects that we focus on. These include:

- Governance
- Workforce Development
- Job Design and Development
- Change Management and Implementation

By considering organizational design and development in a holistic sense a unified view of how the organization is functioning can be achieved.

Helping clients
look at the
way people
do business
(*across the
organization*)
is critical in
order to
maximize

Change Leadership, Continuous and Discontinuous Change

Through the application of a range of change leadership techniques including Rapid Improvement Workshops; Plan-Do-Study-Act; Action Learning; Kotters 8 Steps, PEAR4™ as change management methods, Ramseyhouse Consulting has helped organizations to adopt and deliver change at a pace that matches the client's maturity levels.

Quite often many organizations are presented with a corporate “way” of doing things....when results are not there questions are asked. Typically this is a result of applying the wrong change approach at the wrong time and without the right type of coaching.

Our perspective is the opposite of this. We work with clients to find the right fit, at the right time, in the right place and at the right pace.

We also work with clients to deliver continuous change **and** discontinuous change. The latter being a change that is so dramatic that you have to change the course of operating and do things differently than before in order to make the change stick. This is transformative change.....it's difficult but necessary at times. We help the client understand when and how to adopt this type of approach across the organization.

Executive Coaching and Mentoring

David Ramsey is an award winning and certified Executive Coach and a Certified Team Coach.

David is the lead coach has worked on a one to one basis with Medical Directors, CEOs, C-Suite Directors, and Middle Management to address a variety of issues that range from improving communication; improving personal leadership styles; improving their ability to deal with conflict, manage relationships.

As a team coach David has worked with public and private sector organizations looking at how their senior leadership teams can become more productive to achieve results.

In his mentoring capacity he has designed and developed mentoring programs, and has mentored young business professionals in Alberta, United Kingdom, and Singapore.

The top 3 reasons executive coaches are engaged:

48%	Develop high potentials or facilitate transition
26%	Act as a sounding board
12%	Address derailing behavior

- **ICF accredited Coach**
- **Team Coaching International (US) accredited coach**
- **Belbin certified**
- **LEADS 360 certified**



“Best leaders are one that let you see them sweat. When we fail to let people see our humanity, they won’t trust us.”

Patrick Lencioni

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What do we really want to do?

Above all else, our goal is to help clients become better than what they are today.

We have done this with:

- Alberta Health Services
- Ministry of Health, GoA
- Ministry of Innovation and Advanced Education, GoA
- Service Alberta, GoA
- Alberta Innovates Health Solutions
- Alberta Medical Association
- Institute of Health Economics
- Television Bureau of Canada, Toronto
- One to One Coaching clients
- Multiple private and public sector teams

Whether that is through developing strategy, changes to organizational design, leading change or executive coaching...we *must* find a way that makes the client, and customers (consumers and users of the client services) experience and sustain success.

We do not know everything. We cannot change anything in isolation. We assess our own levels of ignorance for every client engagement. We sometimes fail.

Our guarantee however is that we will “sweat and show our humility” with our clients to do everything possible to succeed.

**David Ramsey
Founder and
CEO**

