



Sample inTEgro Projects

Large Law Firm

inTEgro engaged all partners and associates in a multi-day offsite to re-visit practice core values and strategies. Outcomes included action plans for each participant and the board to close gaps between stated values and practices, improve trust and communication, and focus on strategic plan execution while continuing to lead busy practices.

The offsite was preceded by focus groups, interviews and a custom survey administered and summarized by inTEgro that focused offsite conversation and work.

Hospital

inTEgro led multiple offsites for the new Administrator and existing senior team to facilitate leadership transition, build ownership of a shared vision, clarify expectations and build trust.

inTEgro then met with the hospital board to review characteristics of strong boards, and facilitated action planning for how the board and administration would hold themselves accountable for effective individual and collective contributions. Prior to the board offsite inTEgro administered a custom board effectiveness survey to all members, and summarized the results for board discussion.

A year later the hospital board re-administered inTEgro's board effectiveness survey to determine where progress had been made and how to continue improving.

inTEgro also facilitated an offsite with administration and senior physician leaders of the hospital that resulted in improved communication and action plans for how administration and physician leaders would partner to achieve the hospital's vision.

Financial Services H. R. Department

inTEgro led an offsite for this rapidly growing company's top H. R. team to clarify its vision, core values and norms for working together. Participants received individual and composite feedback using the MBTI, Firo-B and ROCI-II Conflict Inventory to learn personal style differences, and used that knowledge to resolve existing conflicts and address department challenges.

A follow-up offsite confirmed that department communication had improved and that the H. R. team was progressing on action plans established at the first offsite.

State College

inTEgro advised and coordinated the work of the internal strategic planning team to re-craft this college's mission, five-year vision and strategic goals. For over four years the plan has served as the foundation and guide for operational planning and budgeting. The strategic plan



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appears on the college's web page, along with steps accomplished to achieve its five strategic goals.

All of the college's principal stakeholders, including students, faculty, community, alumni and more were engaged in a cost-effective, innovative process to create the strategic plan.

Large Health Care Organization

inTEgro helped this multi-facility client refine its competency model for physician, operations and support leaders. inTEgro then created a comprehensive Development Guide that included on-the-job, internal, external / university-based and book / article resources for developing each competency.

With inTEgro's assistance, the client is executing a model for leadership development that integrates strategic planning, the competency model, performance management, succession planning and development planning.

Physician Practices

inTEgro has facilitated strategic planning, practice retreats and problem-solving meetings for a number of privately-held physician and specialty practices. Over the course of four evenings, one highly-trained specialty group on the verge of dissolving their partnership decided to continue practicing together. They established norms for how they would work together, and followed those norms to systematically address partnership issues and practice challenges.

Large Federal Agency

inTEgro designed and facilitated an offsite with eighty agency leaders to review and refine plans for significant agency process changes and restructuring. Outcomes included shared understanding by participants of the need for planned changes, improvements to the design based on input, and execution plans with shared ownership.

For several years prior to the offsite, Al Watts facilitated a number of agency teams' process reengineering work, and served to smooth the transitions as new teams worked together.

Large Manufacturer

As a sub-contractor, inTEgro helped design and co-facilitated a series of 3-day intensive leadership development workshops for approximately 200 high-level managers around the country. The workshops were highly interactive, incorporated instrumented feedback and experiential learning, and engaged participants in learning linked to real work challenges in their environments.

Learning components included change management, communication, teamwork, life / work balance and personal leadership.



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inTEgro Client List

- AASHTO
- American Baptist Homes
- American Red Cross
- Anoka Ramsey Community College
- Allina Health System
- Bemidji State University
- Bemis Company
- Columbia Park Medical Group
- Consulting Radiologists, Ltd.
- Dakota County
- Edina Eye
- Fairview University Medical Center
- Garborg's
- Good Samaritan Homes
- Goodwill Industries
- Great Clips for Hair
- Grand View Health System
- Halleland, Lewis, Nilan... PA
- Hameline University
- Heritage Display
- Himle Horner
- Hudson, WI School District
- Jay Phillips Center for Jewish Christian Learning
- Lake Superior College
- Land O'Lakes
- Leamington Company
- Marquette Banks
- McKnight Foundation
- Mercy Hospital
- Metris Companies
- Metropolitan Planning Commission
- Minneapolis Public Schools
- Minnesota Association of County Administrators
- Minnesota Intestinal and Gastroenterology
- Minnesota High Technology Association
- Minnesota Department of Natural Resources



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- Minnesota Department of Transportation
- Minnesota Kidney and Critical Care
- Minnesota Oncology and Hematology
- Minnesota Specialty Physicians
- Montgomery General Hospital
- New York State Museum
- Normandale Community College
- North Memorial Medical Center
- North Star Concrete
- Northrup Grumman
- Public Strategies Group
- Purdue University
- RBC Wealth Management
- Regional Health Services of Howard County
- Saint John's University
- Saint Paul Heart
- Securian
- Suburban Radiologic Consultants
- Tractor Supply Company
- United Neurosurgery Associates
- University of Miami School of Medicine
- University of Minnesota
- Uponor
- US Banks
- US Social Security Administration
- Warner Lambert