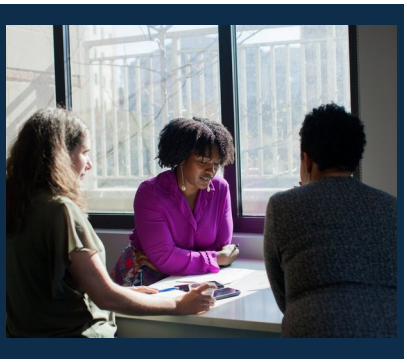
CATALYZING CHANGE

Fractional Change Partner

Organization development and change leadership, on a monthly retainer

Steady support for the messy middle of change.

A strategy is only as strong as the people carrying it out. Catalyzing Change provides embedded, part-time organization development leadership on a monthly retainer, so your leaders and teams have a steady partner while the work takes hold. We walk alongside you through the messy middle, and we leave behind tools and structures your team keeps using after we step back.



WHEN ORGANIZATIONS CALL US

- **After a strategic plan:** The plan is approved. Now people need support putting it into practice.
- **During a leadership transition:** A new executive director or senior team is building trust and momentum in year one.
- **Through growth or restructuring:** Roles overlap, responsibilities blur, decisions get stuck, and teams drift into silos.
- **When culture is strained:** Trust is thin, hard conversations go unaddressed, and stated values feel far from daily practice.
- **When capacity runs out:** Staff are stretched thin, and leaders have no time to name what needs to change.

WHERE WE SUPPORT YOU

Organization Effectiveness

Assess structure, workload, roles, processes, and decision-making, then set priorities and make practical improvements.

Culture & Collaboration

Strengthen trust, belonging, psychological safety, feedback, and working relationships across teams.

Leadership & Teams

Coach leaders, equip managers, facilitate alignment, and clarify responsibilities and working agreements.

Change & Implementation

Assess readiness, engage stakeholders, support communication and adoption, and turn strategic priorities into action.

WHY PARTNERS CHOOSE US

- **Senior leadership without a senior hire:** Experienced organization development leadership starts within weeks, with no search, no long onboarding, and no full-time salary.
- **Three disciplines in one partner:** Organization development, executive coaching, and facilitation come together, so strategy, team practice, and leaders' own growth move at the same time.
- **An outside view with inside knowledge:** We get to know your people and history well enough to be useful, and we stay far enough outside to name what is hard to say from within.
- **Work built to outlast us:** Every partnership leaves behind tools, structures, and internal owners, so progress continues after we step back.
- **People first:** When the setup is broken, capable people struggle. We fix the conditions so your people can bring their best selves to work.

PARTNERSHIP LEVELS

Each level reserves a set amount of our time every month, so you know what you are getting and we can plan around your priorities. All partnerships run a minimum of six months, because change needs time to take hold.

FOCUSED

Best for: *One team, one priority, or keeping a new strategic plan on track.*

- Up to 2 days a month of embedded support, on site or virtual
- Monthly priorities session with the executive director
- One executive coaching session a month
- Quarterly progress review with leadership

EMBEDDED

Best for: *An organization-wide change, a leadership transition, or several connected priorities.*

- Up to 4 days a month of embedded support
- Monthly leadership team session
- Two executive coaching sessions a month
- Manager support and team facilitation as needed
- Quarterly progress review with leadership and the board

INTEGRATED

Best for: *A complex restructuring or a culture effort across the whole organization.*

- Up to 6 days a month of embedded support
- Leadership team sessions twice a month
- Executive coaching, plus coaching for up to two senior leaders
- Team facilitation, manager development, and change communications support
- Quarterly progress review with leadership and the board
- A customized AI tool that helps your team carry the work forward

Levels are starting points. Investment is confirmed during scoping, based on the capacity and focus your organization needs.

HOW A PARTNERSHIP WORKS

01

Start with listening

The first four to six weeks are for discovery: interviews, a review of what already exists, and time inside the work. What we learn sets the first quarter's priorities.

02

Agree on scope

A scope of work names focus areas, deliverables, success measures, milestones, and reserved monthly capacity.

03

Work in a steady rhythm

Monthly priorities check-ins keep the work aligned. When needs shift, we adjust scope together at agreed checkpoints.

04

Make progress visible

Quarterly progress reviews show your leadership team and board what has moved and what comes next.

05

Hand it to your people

As the partnership closes, tools, structures, and ownership transfer to your internal leaders, so the work keeps going.

TWO WAYS TO BEGIN

Already working with us?

Many partnerships start where a strategic plan or change effort ends. A retainer carries the plan into practice with a partner who already knows your people.

New to Catalyzing Change?

Start with a 30-minute conversation. From there, four to six weeks of listening shape a scope built around your priorities.

WHAT YOU CAN COUNT ON

- **Clear success measures:** Before the work starts, we agree on what success looks like and how we will measure it. Quarterly reviews track progress against those measures.
- **Your leaders' time, protected:** We take work off your leaders' plates. Sessions are set a quarter ahead, so the rhythm is predictable.
- **Access between sessions:** Your executive director can reach us by email or phone for time-sensitive questions between scheduled days.
- **Room to adjust:** When priorities shift, we revisit scope at agreed checkpoints, and you can move between levels as your needs change.
- **A clear path after six months:** At the end of the minimum term, you can continue, change levels, or close with a planned handoff.
- **Alongside your team:** We work with your HR, operations, and leadership staff and build their capacity as we go.
- **Confidentiality:** Coaching conversations stay confidential. What we share with leadership and the board is themes and progress, never individual disclosures.
- **On site or virtual:** On site across the DC region, and virtual everywhere else.

RECENT WORK

- **Georgetown University Racial Justice Institute:** Led strategic planning from stakeholder interviews through a strategic planning day. Result: a full strategic plan with pillars, goals, a future organization structure, new revenue streams, and three-year financial projections, plus an executive version for the President's Office.
- **Yellowstone Schools:** Built the school's first leadership development framework in four months. Result: values-based competencies, performance rubrics, and coaching tools rolled out to 75+ staff in a 100+ staff network. The school brought us back to train about 30 managers who evaluate staff, and still uses the framework today.
- **Philanthropic foundation ($2M operation):** Redesigned board governance and infrastructure. Result: updated bylaws and governance documents, scorecards for the board chair and members, a formal executive director evaluation process, onboarding and offboarding protocols, and a board retreat that set priorities for year one of the new strategic plan.
- **BridgeYear:** Delivered a year-long, organization-wide leadership development series. Result: four in-person sessions for groups of about 30, each reinforced with individual and group coaching so the learning carried into daily work.

WHO YOU WORK WITH

Every fractional partnership is led by **Christina Scott, MSOD, PMP, ACC**, Founder and Chief Catalyst of Catalyzing Change, with support from our team as the work requires. Christina brings more than 15 years of experience in organization development, change management, and leadership coaching across nonprofits, education, philanthropy, and government.

Before founding Catalyzing Change, she led national stakeholder engagement for a federal grant program serving 5,000+ participants and launched a DC government agency's first training department for 700+ employees. Clients get one consistent partner who knows their people and their history, backed by a firm.

Healthy organizations and high performance should go hand in hand.

We build the systems that make that true, and we stay long enough to see them work. If your organization is in the middle of a change, let's talk about what kind of support would help.

Book a 30-minute conversation | info@catalyzingchange.com | (917) 968-3641 | catalyzingchange.com