



About EMWS

East Meets West Solutions (EMWS) is a problem solving company. Our unique approach is utilizing the power of people that currently exists inside an organization. Solving a problem requires more than simply identifying the solution, it involves implementation and results delivery. Throughout the process of working with a client we apply organizational change management—the process of leading people through a planned change process. When change is planned the likelihood of success is twice as likely as unplanned change. Our product is not a report; it is an organization that performs better.

Our Mission

The mission of East Meets West Solutions, LLC is to increase our customer's business success through problem solving and organizational change management in a way that has a positive benefit to society and the environment.

The Value We Deliver

- Increasing human performance
- Deliver better services and products to customers
- Achieving your business performance goals
- Being more aware of emerging trends for your business— seeing current blindspots and foresight into what is on the horizon
- Doubling the chance of successful change

Our Philosophy

All organizations must deliver results in order to survive. People are motivated when their particular knowledge, skills and capabilities contribute to success. Great organizations appeal to customers, employees and other stakeholders. To be great, people have to perform well, operations must be effective, and the services & products delivered must fulfill one or many needs of the customer. In addition, throughout the development and delivery of services and products, it must be executed in a way that has a positive impact on society and the environment.

Our Services

The foundation of EMWS is leading organization change. We tailor solutions to meet customer needs. In creating a solution some of the areas we draw from are as follows...

Problem Solving- Our approach to problem solving is based on examining core questions, diverse stakeholder input and clarifying the mission at hand. Based on this foundation the right problems can be identified, leading to the right solutions (see figure 1).



Figure 1. EMWS Problem Solving Model

Strategic Planning- Sharpening an existing business strategy, integrating social and environmental considerations into your strategy, gap identification or creating an entirely new strategy.

Process Innovation- Increasing the efficiency and effectiveness of management or business processes. This may include human performance, energy efficiency, water efficiency, reducing materiality, and making services or products more sustainable.

Employee Engagement- Make employees active participants in change. Communicate and train employees how to make your business a success. Create performance measures and goals that drive desired actions.

Organizational Alignment- Aligning the people within your organization to a new or existing strategy. This includes identifying barriers and ways to overcome them for each department or business area.

Organizational Transformation- Plan and implement change throughout the organization using all the relevant levers for organizational change management (leadership engagement, change network, stakeholder engagement, organizational alignment, training, multiple communication methods, metrics to drive change, program/project harmonization and others).

Bios

About Chad O. Holliday, Jr

Chad O. Holliday, Jr. is the Founder and Managing Partner of EMWS. His background focuses on business leadership, innovating process for efficiency, sustainability strategy and coalition building. He is the former Chairman of the Board and Chief Executive Officer of DuPont, 1998-2008. He is currently on the boards of C2HMHill, Royal Dutch Shell, Deere & Co., Bank of America, and Global Federation of Competitiveness Councils. He is Chair of the Executive Committee for United Nations Sustainable Energy for All. Chad is a professional engineer. He is Chairman of the National Academy of Engineering and a member of the American Academy of Arts and Sciences.

About Scot Holliday, Ed.D.

Scot Holiday, Ed.D. is a Partner at EMWS. He has 10 years of experience as a sustainability and organizational change leader. Previously he served as a Senior Organizational Change consultant, both at IBM and Accenture. Scot has led large-scale change efforts on \$30M to \$100M projects in the public and private sectors. He earned a doctoral degree of Human and Organizational Studies from George Washington University. He is a writing contributor to GreenBiz, Thomson Reuters, and National Association for Environmental Management.