



OPTIMIZING INSIGHT

PRACTICAL PEOPLE AND ORGANIZATIONAL SOLUTIONS

Built around what your organization actually needs

OPTIMIZING INSIGHT partners with organizations to strengthen leaders, develop talent, improve the employee experience, and build people systems that support both individual and organizational success.

Organizations do not always need another off-the-shelf program. Sometimes they need someone who can listen carefully, identify what is getting in the way, connect the dots, and turn good intentions into a practical solution.

HOW OPTIMIZING INSIGHT CAN HELP

LEADERSHIP & MANAGER DEVELOPMENT

- Customized leadership academies, manager training, and onboarding for newly promoted or hired leaders
- Workshops in communication, coaching, feedback, accountability, conflict, and change
- Assessments, coaching, and individual development planning

TALENT & SUCCESSION SOLUTIONS

- Succession planning, successor readiness, and individual development plans
- Career pathways, mentoring, internships, and apprenticeships
- Workforce partnerships
- Talent pipelines

EMPLOYEE EXPERIENCE & EFFECTIVENESS

- Surveys, focus groups, interviews, and practical action planning
- Employee onboarding, recognition, and clear expectations through competency frameworks
- Team development, communication agreements, and facilitated conversations about working together effectively

CUSTOMIZED LEARNING & FACILITATION

- Tailored training, workshops, roundtables, and facilitated team or board planning sessions
- Learning materials, program redesign, and team exercises that connect shared purpose to action
- Conference presentations and evaluation of program results

DOES THIS SOUND FAMILIAR?

- “Our managers are technically strong, but they need help leading people”
- “We aren’t consistently hiring the right people or every manager interviews differently”
- “We know succession planning matters, but we don’t know where to begin”
- “Our team needs clearer expectations, shared priorities, and a practical plan for working together.”
- “We keep hearing concerns about communication, morale, or appreciation”
- “Our organization is growing or changing, and our leaders and systems need to catch up”
- “We have an idea for a training, mentoring, onboarding, or workforce program, but need help building it”
- “Something is not working, but we need an objective partner to help us understand why”

THOUGHTFUL INQUIRY. PRACTICAL SOLUTIONS. GENUINE CARE FOR PEOPLE.

President and Founder Serena Fisher, PhD, brings more than a decade of organizational development and learning leadership experience. Her solutions are customized, evidence-informed, and designed to be useful, not simply impressive on paper.

NOT SURE EXACTLY WHAT SUPPORT IS NEEDED? THAT’S OK

We can begin by clarifying the challenge and determining whether working together makes sense.

LET’S START WITH A CONVERSATION

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