



## EXECUTIVE & LEADERSHIP ADVISORY SERVICES

### Personalized guidance from industry experts - building the confidence you need to transform your organization

The utility industry faces significant change driven by increasing employee retirements, mounting regulatory pressures, and numerous technology transformations. As this evolution unfolds, new leaders and new challenges are emerging, both from within and outside the industry. Employees on the rise need to function differently in their roles and leaders new to the domain must quickly learn the cultural norms and unique needs of the industry.

Having a mentor who can guide executives and leaders through the transition, acclimation, or even the business as usual periods enables those individuals to be effective faster and more predictably.

BRIDGE's expertise in understanding, navigating, and leading within the industry uniquely positions our advisors to be that critical, personal resource. Sharing decades of experiences working in similar roles, our team of executives and senior leadership mentors provide counsel on the skills and strategies needed to meet both personal and organizational goals.

Our Executive & Leadership Advisory Services provide personalized, one-on-one guidance to:

- Deliver an outside, objective perspective on utility operation's challenges
- Model, develop, and manage effective, streamlined teams
- Coach, manage, and mentor staff to success
- Vision, implement, and operationalize mission critical business and technology strategies

## Peer to peer mentoring meets you where you are and takes you where you want to go

Whether you are a new executive or leader to the industry, or have come up through the ranks, our advisors work as trusted confidants, providing vital industry knowledge and perspectives on the challenges you are confronting.

### Executive Advisors

Our Executive Advisors typically work with CxOs, VPs, and Senior Directors responsible for driving change. Time is a premium for most leaders. We understand they need highly targeted and credible insights that can inform and expedite their strategy. Our advisors offer viewpoints on:

- Market changes
- Policy, business and technology visioning, strategy, and development
- Organizational planning, modeling, and change management
- Mitigating risk and prioritizing decisions

### Leadership Advisors

Working with Directors and Managers our Leadership Advisors mentor both new and seasoned leaders charged with implementing, operationalizing and managing the business-critical systems and staff who run them. Our advisors share their past successes and challenges relative to:

- Developing and managing staff
- Program, project and resource planning for changes in the business and technology landscape
- Effectively working with and managing internal stakeholders and external vendors
- Implementing and integrating the business-critical systems required to operate the grid
- Prioritizing business and supporting technology demands

### Our Customized Approach

We've developed a framework to maximize the value of engagements with our advisors. We ensure access to the right individual(s) who can provide the most relevant insights essential to success.



#### PROFILING SESSION

Gather details of environment and define goals



#### ALIGN ADVISOR

Match experience and set expectations



#### ENGAGEMENT

Listen, mentor, and collaborate

Getting started is easy. Executive and Leadership Advisory Services can be engaged with a minimal commitment for a set number of hours per month based on needs and availability. Services are on a retainer basis and customized to meet individual priorities.

Contact BRIDGE today: [info2@BridgeEnergyGroup.com](mailto:info2@BridgeEnergyGroup.com)



Corporate Headquarters

Boston Metrowest | 95 Wells Avenue, Suite 150 | Newton, MA 02459

Phone: 888-351-8999 · Fax: 617-928-5481 · [info2@BridgeEnergyGroup.com](mailto:info2@BridgeEnergyGroup.com)