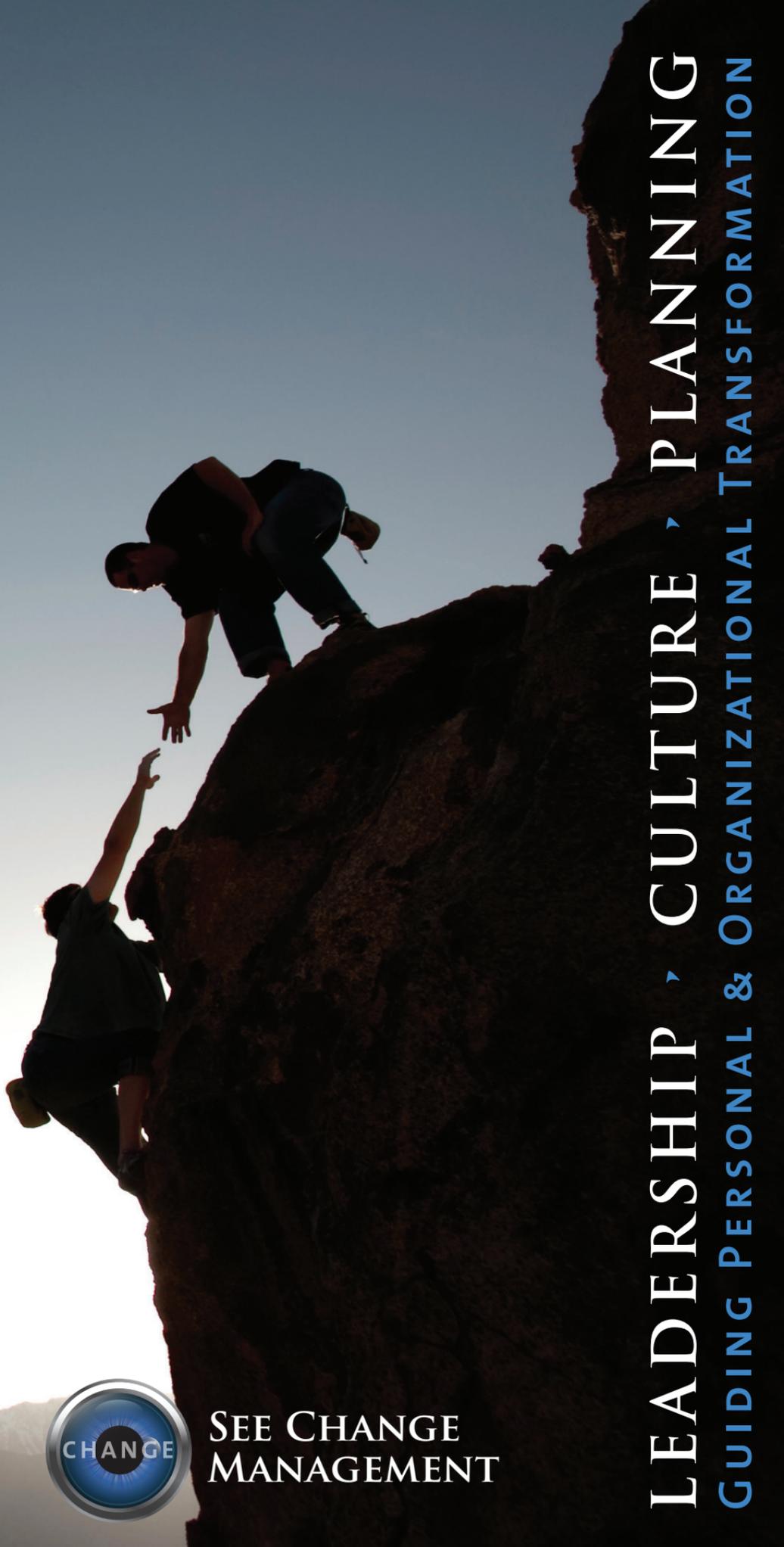




SEE CHANGE
MANAGEMENT

LEADERSHIP › CULTURE › PLANNING
GUIDING PERSONAL & ORGANIZATIONAL TRANSFORMATION



ABOUT US

SEE CHANGE MANAGEMENT guides leaders in implementing the changes necessary for successful personal and organizational transformation. Our clients are often in the midst of some form of “revolutionary” change or “shock” event. Organizations in this transformative state are faced with an urgent need to re-examine their leadership direction and/or business model. Our experience and solutions are ideally suited to provide enduring value to this critical self examination exercise.

Businesses faced with this challenging and exciting opportunity include the following:

- Entrepreneurs looking for the structure and processes to take their organization to the next level
- Owners looking to improve their infrastructure and performance in anticipation of a future business sale
- Organizations transitioning under new leadership looking to establish a new, dynamic culture or strategic redirection
- Companies whose adverse financial performance has resulted in cash constraints or need for financial restructuring
- Family owned businesses with succeeding generation leadership looking for experienced assistance in transforming their business model
- All those looking to successfully transform their organizations to increased profitability!

WHY SEE CHANGE?

FOCUS: Your personal and business transformation is our only priority

EXPERIENCE: The combination of our entrepreneurial and executive experience serves to create a peer relationship dedicated to a single purpose: your success

PROCESS: Our solutions are time and client tested to provide pathways to successful transformation

COMPLEMENTARY RESOURCES: We have established a broad network of intermediary relationships that will be helpful to your future success

VALUE: We are committed to a value proposition that meets your needs

PERSONAL GROWTH: You will personally bear responsibility for the success of your transformation. This will prove to be an exciting, developmental opportunity for you as leader of your organization



“The greatest danger in times of turbulence is not the turbulence; it is to act with yesterday’s logic.”

-Peter Drucker

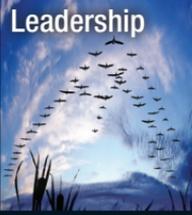
SCOPE OF SERVICES

FOCUS

OBJECTIVE

SOLUTIONS

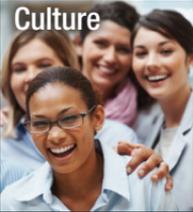
Leadership



Providing leaders with the tools and structure to meet the changing needs of a transforming organization

Executive Coaching
Leadership Development

Culture



Offering a team building model and developmental training to transform employees to a competitive advantage

Team Building
Employee Skill Development

Planning



Supplying the strategic and financial tools critical to driving and monitoring successful transformations

Strategic Plan Facilitation
Financial Plan Modeling
Business Restructuring

Youth Leadership



Developing the leaders of tomorrow through a program focused on interpersonal skills, team building and goal setting

Rising Stars

Diagnostic Tools



Aggregating data relevant to leadership styles, team performance, and organizational goal alignment

Behavioral Assessments
Team Dysfunction Evaluation
Proprietary Business Survey

SERVICE BENEFITS

All of our solutions are RESULTS oriented. The impact of our services include:

- Successfully managed personal and organizational change
- Improved profitability and cash flow
- Formalized strategic and financial plans
- Motivated leadership and employees striving to achieve their full potential
- Teams functioning with a united purpose
- Processes and structures that support business and employee success

WHAT CLIENTS ARE SAYING

“I knew I needed help. I was too close to my business and I needed an objective, professional perspective to change our entire organization’s attitude. See Change Management is responsible for the current evolutionary changes that are providing my company with its best chance for success.”

“Mike joined us within a few weeks of our lender stepping in. He was great at giving us an honest assessment of where we were at. He asked the tough questions and offered creative solutions. He delivered on time and professionally!”

“Mike brings a gift to the world of executive-level consulting.”

“Mike is truly a take-charge, no-nonsense individual who has the ability to challenge a leader or group and hold people accountable to achieve maximum results.”

“Mike’s background as a CPA and successful business owner have given him a complete set of talents and experiences to help improve bottom line results.”



FOUNDER



Michael Kutchin has a history of over 20 years transforming organizations at all growth stages. His direct leadership experience includes:

- Ten years as a successful Owner/President of a \$20 million distribution business
- Nine years as a CFO successfully restructuring a \$100 million tier-one automotive parts supplier and a \$350 million printer/publisher
- Eight years as a CPA with Price Waterhouse-Chicago

His consulting guidance has successfully translated to numerous partners in many industries experiencing sustaining personal, financial and organizational transformations.

See Change Management is affiliated with Resource Associates Corporation (RAC), a leading provider of tools and solutions in the areas of business consulting, leadership development and executive coaching. Since its inception in 1978, RAC and its affiliates have been dedicated to delivering quantum leap performance improvements to leaders across all industries and organizations of all sizes.

“The best way to predict the future is to create it.”

-Benjamin Franklin



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MIKE KUTCHIN, PRESIDENT
PO Box 628364, MIDDLETON, WI 53562
P: 608-438-8190 | INFO@SEECHANGEMANAGEMENT.COM
WWW.SEECHANGEMANAGEMENT.COM