



**People Strategy Partners**



**Transform Your People  
and Organization**

[www.peoplestrategypartners.com](http://www.peoplestrategypartners.com)



A photograph of a diverse group of business professionals in an office setting, all smiling and high-fiving their hands in the center. The image is framed by decorative yellow and blue dots on the left and right sides.

## Overview



**People Strategy Partners**

At People Strategy Partners, Dr. Chez Cristiano is committed to providing your organization with seasoned expertise that ensures a successful outcome for your people and organization by building the next generation of leadership, wellness coaching, and transformation management.

**[www.peoplestrategypartners.com](http://www.peoplestrategypartners.com)**



# About

## Our Vision

People Strategy Partners, LLC will enhance & transform organizations around the globe to optimize your employees' overall well-being and performance while boosting the financial health of your organization.

## Our Mission

People Strategy Partners, LLC is an organizational development and HR consulting firm. Our leadership founded this company with the belief that organizations should be able to hire high-quality consultants with a wide range of experience without breaking the bank. Our consultants seek to inspire our clients not only to thrive but also to evolve their organization, in order to outperform the expectations of their people, leaders, and customers and outlast their fiercest competitors.

[www.peoplestrategypartners.com](http://www.peoplestrategypartners.com)





# Change & Transformation Management

**Organizational Change is Inevitable.** *How will you embrace it? Do you want your organization to thrive, simply survive, or completely fail?*

**Up to 70% of major change management projects fail over the long-term.**

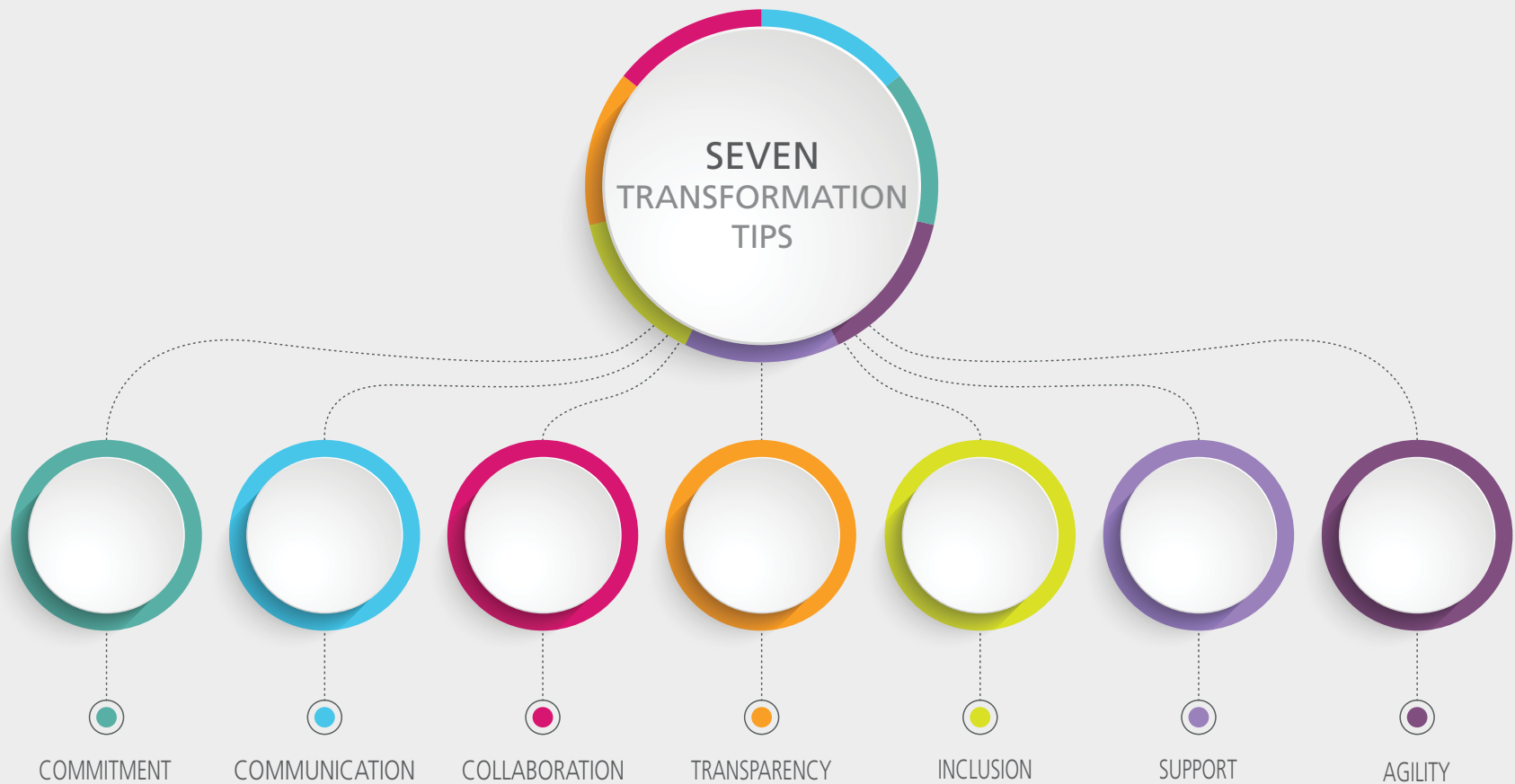
At People Strategy Partners, LLC, we approach each project with a fresh perspective. We believe that communication at all levels of an organization and transparency about change is part of the key to successful outcomes. If the standard assessment tools needed for the project do not match your organization, we will create customized assessments. We will create plans that encompass short, mid, and long term goals. Any significant change within a corporation requires the support of staff at all levels. Different

organizations have their own unique corporate culture that can also vary internally throughout different departments and especially different regions and countries. We have the international experience in multiple industries and understand the importance that culture plays within the office environment. Let People Strategy Partners, LLC be a part of your team to ensure your success in change and transformation projects and that your organization's investment yields a high return.





# 7 Universal Tips for Transformation







# People Development

**When you partner with us, we will listen closely to your needs and goals to create a customized solution for your organization.**

At People Strategy Partners, we are committed to building the next generation of leaders by providing Leadership and Executive Team Development services that go beyond providing immediate insights. We believe in creating long-term changes that will help individuals and organizations succeed in the future.

Our approach is centered around ensuring that everyone in the organization has a voice. We believe that this is essential to creating a culture of engagement, productivity, and innovation.

Our goal is to help you create a culture of adaptability and innovation that will help ensure future success.

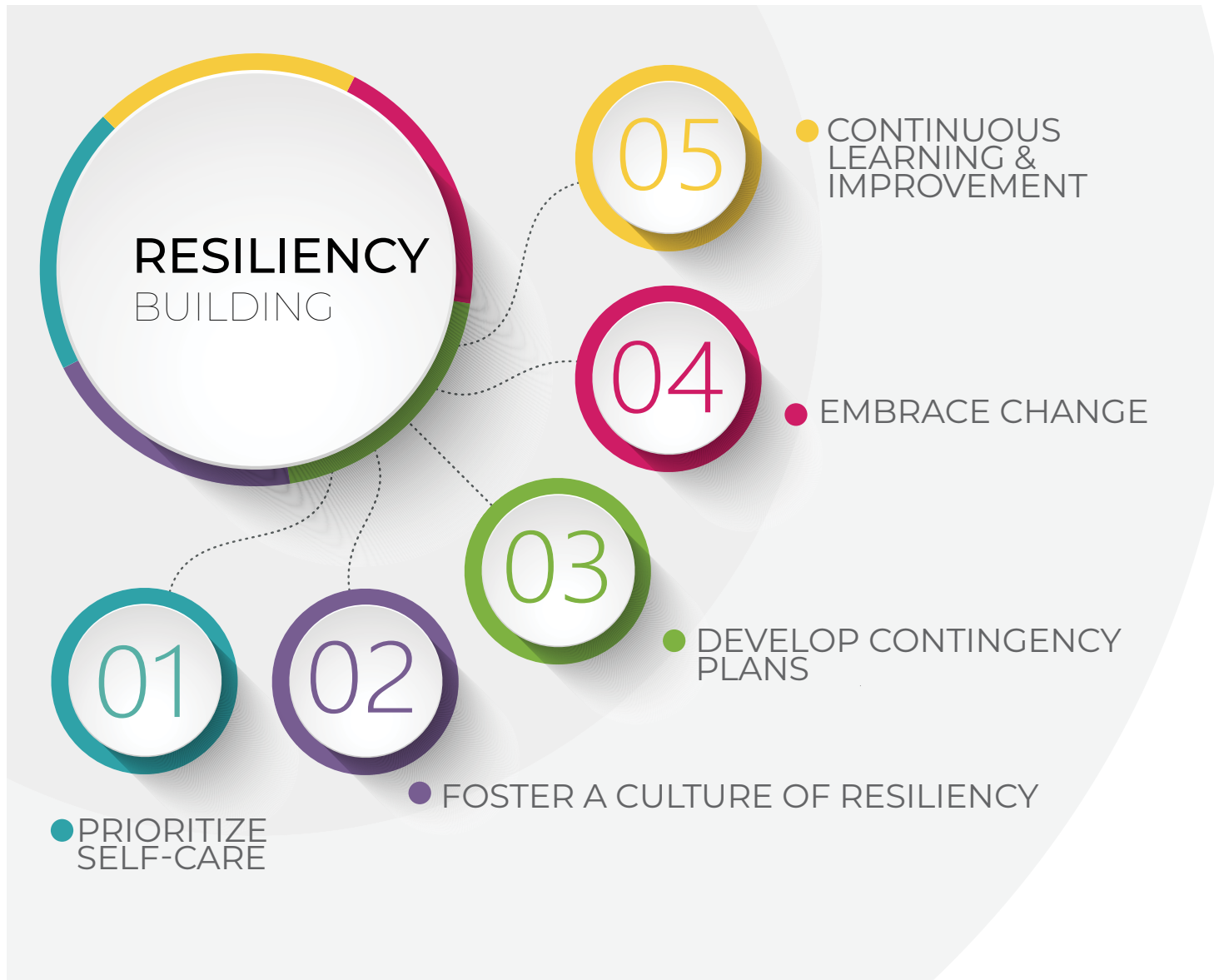
Through our services, we can help identify high-potential individuals and create a strategic and comprehensive talent development plan that will help ensure that your organization has the right people in place for future success. This will also help decrease the need to hire from outside your organization, saving you money and protecting your investment.

**[www.peoplestrategypartners.com](http://www.peoplestrategypartners.com)**





# People Wellness



**People Strategy Partners, LLC provides specialized assessments and coaching in-person or virtually. By partnering with us, organizations can demonstrate their commitment to employee wellbeing and create a supportive culture that values mental and physical health.**



**People Strategy Partners**

**[www.peoplestrategypartners.com](http://www.peoplestrategypartners.com)**





## Crisis Management

A crisis is an emotional roller coaster that will decrease the ability to make good decisions. The negative impact of distress on mental and physical health is well-documented, and it's important for companies to provide resources to help their employees cope. Distress, the negative form and the opposite of eustress, is a continuous experience of feeling overwhelmed, oppressed, and behind in our responsibilities. Acute distress can cause various problems like a lowered immune system, sleeping problems, anxiety, headaches, muscle aches, gastro-intestinal

problems (stomachache, heartburn, etc.), fatigue, and short-term memory loss. We will provide your people with the support and guidance during a crisis.

Assessments and coaching can be particularly helpful during a crisis, as they can provide employees with the tools and strategies that they need to manage their stress and emotions effectively. In-person and virtual options also allow for flexibility and accessibility, making it easier for employees to get the support they need. This, in turn, can lead to increased resiliency and better outcomes.



## Work Burnout Prevention & Recovery

Work Burnout is a chronic distress that can become long-term and disabling. It is one of the most challenging problems that people can face during their career. Work burnout tends to occur in individuals that are in professions characterized by a high degree of personal investment in their work, high performance expectations, and emotionally demanding interpersonal situations. It leads to emotional and medical problems and has a huge financial and negative impact for the individual and the organization as a whole. Sometimes a person does not even know they are burned out! Exposure to chronic distress can contribute to such

things as heart disease, elevated blood pressure, insomnia, depression and/or anxiety problems. Furthermore, distress can have a negative impact on the immune system making people more vulnerable to health problems. These issues can lead to high rates of absenteeism, low productivity, poor decision making, and/or lowered ability to handle a crisis. Dr. Cristiano is an expert in helping people prevent or recover from burnout. He designed a free Work Burnout Screener in 2010 and more recently created one for those that work at out of the home. Preventing work burnout should be a top priority at any organization!





# DEI&B (Diversity, Equity, Inclusion, and Belonging)

DEI&B can increase profitability when organizations have diversity in their leadership roles. Employees who are positively impacted by DEI&B programs are more focused, productive, less stressed, more engaged, and resilient. Diversity of thought is not a common subject but is important in areas like complex problem solving & creativity. Dr. Cristiano is passionate about the benefits that older workers can bring to the table and research has shown the negative stereotypes are not true.

**1.**

**SUPPORT** A holistic DEI&B program will require support from all levels of an organization. This could be in the form of budgets, resources, people, communication, and all the five steps mentioned above. So, if a DEI&B program is to survive, it must get the entire staff's full support.

**2.**

**OPENNESS** A successful DEI&B program should be open to all employees. This way, there will be a diverse perspective regarding employee programs, solutions, and processes. Also, it will allow the program to gain a stronger momentum as everybody is able to contribute.

**3.**

**METRICS** First and foremost, the data should be transparent. The data will provide initial insight into what areas to focus on and those that need the most attention. In the future, it will provide critical information on progress and successes. Furthermore, it will also provide insight into challenges that might require additional support.

**4.**

**DEVELOPMENT** A DEI&B program will require short, mid, and long-term development. So, like many effective programs, it won't be sustainable without continuous growth and development. Creating a mission and vision statement for the DEI&B program is an excellent way to aid the program's development.

**5.**

**COMMITMENT** A DEI&B program requires a strong commitment from the organizational leadership. The start of the program does not require the contribution of every single employee but that of key players at different levels and parts of the organization. Nonetheless, sustaining the program is a collective duty.

**6.**

**AUTHENTICITY** An authentic approach is a genuine one. Any person or organization can claim to focus on DEI&B, but that doesn't always translate into actual action.



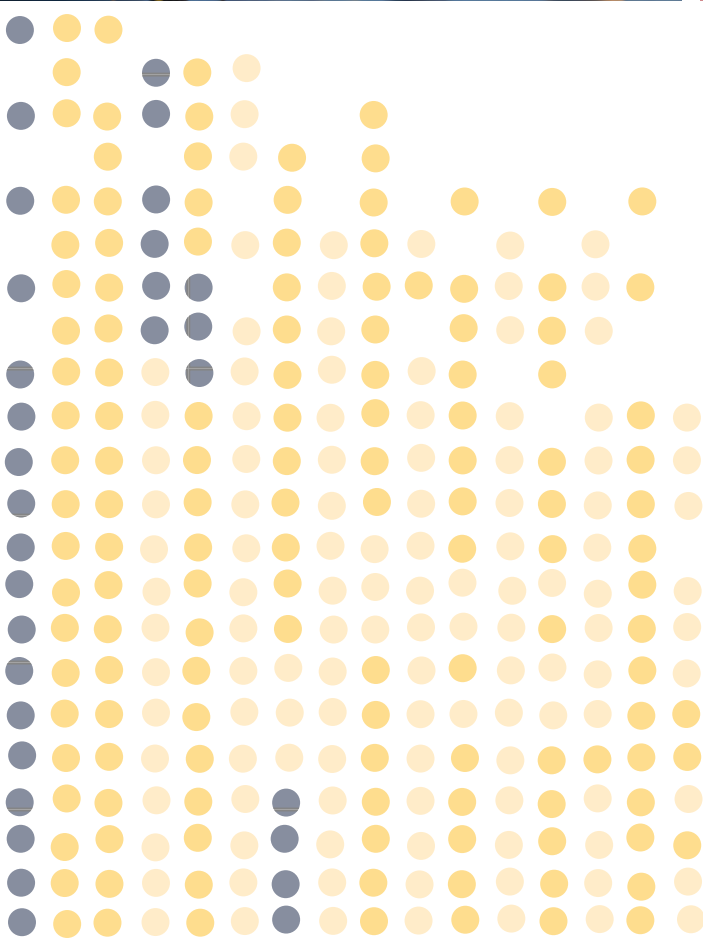
**Chez Cristiano,  
Global President**

Dr. Chez Cristiano is the Global President at People Strategy Partners, LLC. He has 16 years of expertise in spearheading international projects in Organizational Development (OD), Talent Management (TM), and Change/Transformation Management since the company's founding in 2007. Dr. Cristiano is a US and Italian Citizen. He has a BA, MA, and doctorate in psychology and has studied human and organizational behavior. He has lived and worked in Asia, Europe, and the US.

Dr. Cristiano is passionate about people & organizational development and transformation. He believes that Organizational Development (like psychology) is a mix of science and creativity. His understanding of human and organizational psychology, assessments, and analysis has been a key factor in his ability to help people and organizations to thrive and be more successful. Dr. Cristiano believes that performing cost benefit analyses to determine ROI of projects is essential to good project management. He has designed change & transformation models, talent acquisition screening tools, Work Burnout Screener, GoldenTree Employee Engagement Survey (multiple languages), and an Assessment & Development Center.

He is a savvy strategist in assessing for strengths & areas for improvement and formulating comprehensive plans. He is able to optimize global team collaboration, efficiency, and productivity. Dr. Cristiano has managed the global team delivery of international projects on a strategic, tactical, and operational level. He has worked for a variety of organizations in different industries around the world; thus, bringing a diversity of knowledge and perspectives to each project. He is always open to assimilating new information & skills and helping to mentor others.





**People Strategy Partners**

#### **North America**

200 East Randolph Street  
Suite 5100  
Chicago, IL. 60601  
USA

**Phone:** +1 (646) 650-5262

**Fax:** +1 (646) 661-2210

#### **Europe**

##### **The Netherlands**

Herengracht 449a  
1017 BR Amsterdam

#### **Email**

[chez@peoplestrategypartners.com](mailto:chez@peoplestrategypartners.com)

#### **URL of company:**

<https://peoplestrategypartners.com>