



# People Strategy Partners



**Passion for People & Change**



## Overview

At People Strategy Partners, Dr. Chez Cristiano is dedicated to delivering your organization with seasoned expertise, ensuring a successful outcome for both your people and your organization. With a focus on cultivating optimal executive & team performance, offering wellness coaching, and spearheading transformation management, he is committed to elevating your organization to new heights.



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## People Development

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

Our approach is centered around the belief that the people in an organization have a voice. We believe that this is essential to creating a culture of engagement, productivity, and innovation. 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 the right positions for not just the present but also the future. This strategic approach not only fosters internal growth but also mitigates the perpetual need for excessive external recruitment, resulting in substantial cost savings and safeguarding your investments.

We acknowledge that navigating change can be challenging. We know that change is not always easy, and we are committed to providing ongoing support to ensure that our collaborative work continues into the future.

We believe in helping develop organizational leaders who are agile in navigating both anticipated and unforeseen challenges. We encourage a culture of innovation across all levels of the organization. Our philosophy champions leaders who embrace feedback and exhibit a willingness to pivot strategies when necessary.

By partnering with us, you can rest assured that we will tailor our approach to align with your organization's unique needs and aspirations. Recognizing the distinctiveness of each company, we are committed to delivering bespoke solutions tailored to your specific requirements.

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# Change & Transformation Management

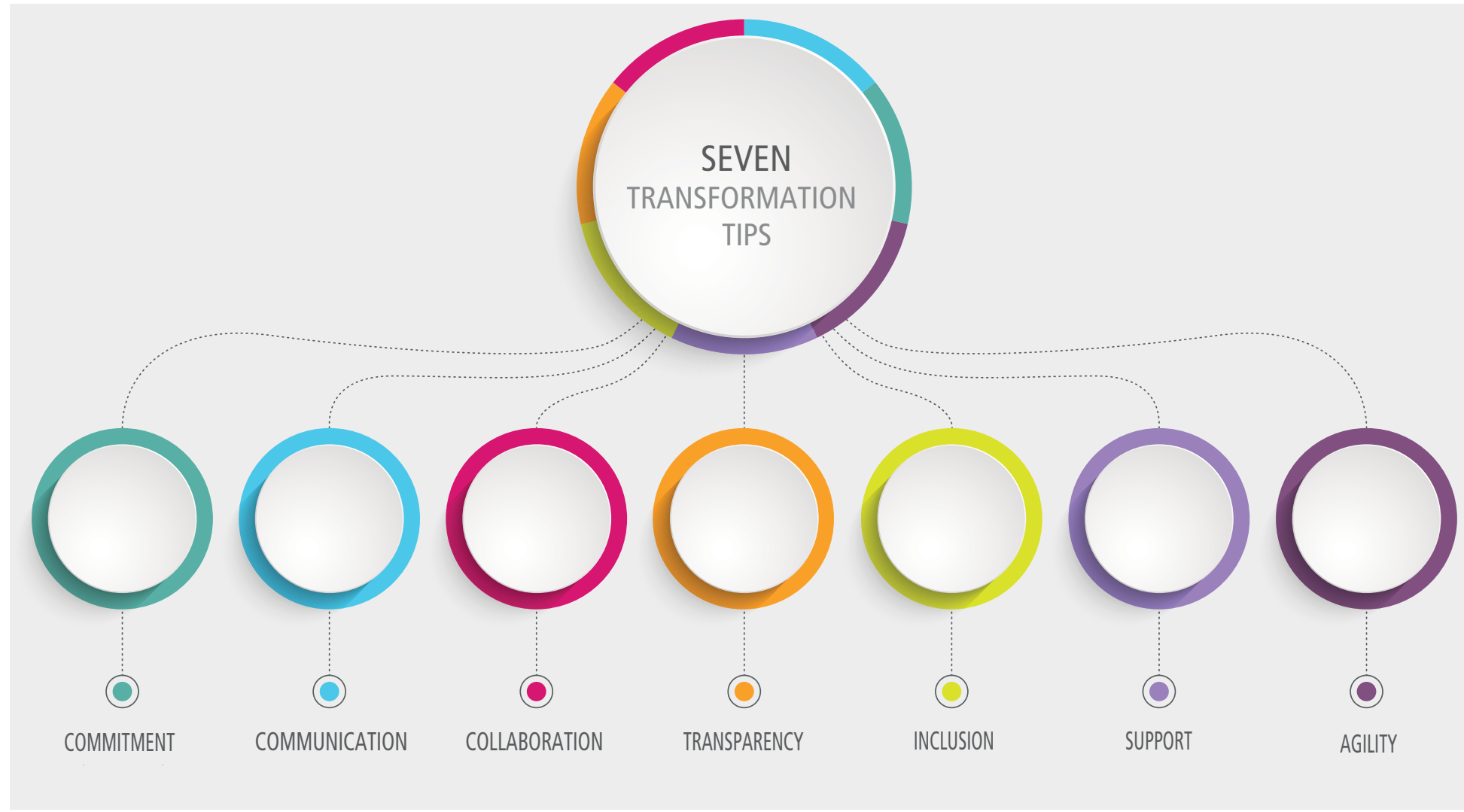
**Organizational Change is Inevitable.** *How will you embrace it? Do you want your organization to thrive, simply survive, or completely fail?*  
**Up to 70% of major change management projects fail over the long-term.**

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





## Diversity, Equity, Inclusion, and Belonging

The benefits of DEI&B are quite expansive and worth the investment. For example, research has shown that DEI&B programs can increase profitability when organizations have woman in their leadership roles. One area that is most concerning and a relatively easy fix is Ageism. Ageism is an ever-increasing problem in many countries and corporations. However, it is more easily hidden than some other types of discrimination. As such, the global statistics on the issue are conceivably not close to being accurate. Many older people are forced into retirement earlier than they want by being fired, laid off, or downsized. Even worse, more often than not, it is usually more challenging for older candidates to get a new job. One of the most common excuses companies give is telling older people that they are overqualified.

The benefits of older workers are as follows:

- Fully Engaged and Happier**
- Highly Skilled**
- Great Mentors**
- Good Problem Solvers**
- Less Absent and Loyal**
- High Interpersonal Skills**

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## 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.



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## Crisis Management

## Work Burnout Prevention & Recovery

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 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 routine tasks. 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!



As of April 2024, Dr. Cristiano will be providing short-term focused therapy for \$300 per hour for his corporate clients in Illinois and some international locations.

Short-Term Focused Therapy is an evidence-based therapeutic method centered on goals and the integration of positive psychological principles. It aids clients in fostering change by emphasizing solutions rather than dwelling excessively on problems. Essentially, it serves as a forward-looking framework for shaping, inspiring, attaining, and maintaining desired changes.

This service will be available in-person at the location of the executive's office within the Chicago area or remotely. Dr. Cristiano believes in a holistic approach by looking at the whole person and the environment that an individual lives and works. **The above rate does not include possible travel expenses, assessments, and/or negotiated corporate rates.**

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**Chez Cristiano,  
Global President**

Dr. Chez Cristiano is the Global President at People Strategy Partners LLC, a consulting firm that helps organizations and individuals thrive and succeed in a dynamic and complex world. He has 17 years of expertise in spearheading international projects in Change & Transformation Management, People Development, and People Wellness 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.

He leverages his expertise to deliver customized and innovative solutions that enhance performance, collaboration, and well-being. He is passionate about applying his knowledge and skills in psychology, assessment, and coaching to empower people and teams to achieve their goals and potential. 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 is always open to assimilating new information & skills and helping to mentor others. 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.

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