

MAKE SHIFT HAPPEN



Inflection Point Leadership

IPL Overview

Three Decades of Experience

Our points-of-view and solutions are informed by three decades of experience, exploratory research and applied learning. Our proprietary frameworks guide our **personalized** and **purposeful** work.

Unique Mix of Capabilities

We apply the **SCIENCE**.

Advanced degrees across the spectrum of organization development, leadership effectiveness, and talent management.

We live the **ART**.

We have served as functional leaders accountable for configuring solutions that get measurable results AND advance the culture.

We channel the **EMOTION**.

Everything we do involves people; our ability to seek diverse ideas and channel emotions into aligned actions is core to our partnership.

Who We Are — IPL

Your trusted partner in transforming
organizational inflection points
into **flourishing realities**.

We are a boutique consulting firm
dedicated to equipping organizations,
teams, and leaders at all levels to
confidently and effectively make
strategy-shaping shifts happen.

What We Do – Three Core Capabilities



ORGANIZATIONAL DEVELOPMENT

Activating Organizational Shift

Enhance an organization's effectiveness by aligning its architecture with core capabilities and strategic goals to drive high-performance across all levels.



LEADERSHIP DEVELOPMENT

Growing What's Next leaders

Cultivate a pipeline of leadership talent and grow what's next leaders by pinpointing skills needed for go-forward success, and crafting pivotal development experiences and support processes/tools.



LEADERSHIP TEAM EFFECTIVENESS

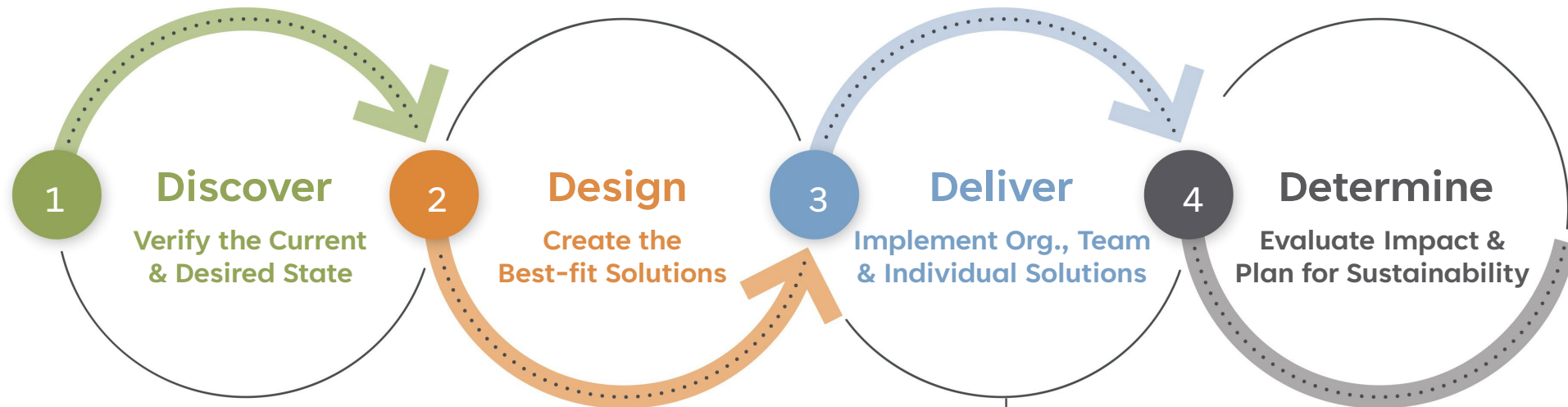
Leading What's Next Together

Engage intact leadership teams in assessing and building their cohesiveness for sustaining high performance even during disruptive change and position them to effectively lead forward together.

Across our core capabilities, we offer a range of services that we configure to most efficiently and effectively deliver on your specific objectives.

How We Do It – Our Client Approach

As your trusted partner, our process for engaging our clients is grounded in priorities and shaped by the dedication to creating high-impact, best-fit solutions.



- Organization Effectiveness Assessment
- Organization Architecture / Redesign
- Change Readiness Assessments
- Change & Transformation Measurement
- Change Leadership Upskilling Workshops
- Change Leadership Practitioner Certification

- Talent Development & Succession Planning Design
- Competency Modeling / Deployment
- Leadership Development Program Design & Delivery
- Leadership Team Alignment & Effectiveness
- Executive Coaching
- Conference / Seminar Facilitation

Our Team



Brad Smith, MBA
Co-Founder

- MBA, Organizational Behavior and Marketing – Northwestern University’s Kellogg Graduate School of Management
- BA, Political Science – Marquette University
- Global Talent Planning leader – Takeda Pharmaceuticals
- Global Talent Management leader – Fiserv Inc.
- Certified in William Bridges Transition Management methodology
- Instructor – Masters Program in Learning and Organizational Change, Northwestern University



Kristy Braden, MA
Co-Founder

- MA, Adult Education – Vermont College of Norwich University
- BA, English/Economics/Secondary Education – Michigan State University
- Global Organization Development Leader – Astellas
- Certified Professional Co-Active Coach (CPCC) – CTI
- Certificate, Organization Development – DePaul University



Sarah Hampton
Senior Consultant

- BA, Organizational Communications – Doane College
- Change Management Certification – Prosci
- Certified HR Professional – SHRM



Norio Suzuki, PhD
Senior Consultant

- PhD – California Institute of Integral Studies
- Global Talent Development Leader – Astellas Pharma
- Education Director – Interkonnections



Laura Bokhof
Senior Consultant

- BA, University of Wisconsin-Madison
- Certified Professional Co-Active Coach (CPCC) – CTI
- Korn-Ferry Assessment Suite (Leadership Architect, 360, Leadership Potential)



Anjali Burton, PhD
Senior Consultant

- PhD, MA, Industrial/Organizational Psychology – Roosevelt University
- BS, Psychology – Berry College



Russ Krochock, MSTD, MBA
Senior Consultant

- MSTD, Instructional Design and Organizational Development – Loyola University
- MBA, Marketing Management – Northern Illinois University
- Certified Performance Technologist (CPT) – International Society for Performance Improvement
- Change Management Certification – Prosci

Our Clients

We partner with clients who invest in their people as a business priority, actively strive to honor their values, and seek a long-term partnership to solve current needs AND create sustained value over time.

