



## Bottom Line Innovation Associates, Inc.

We help organizations make innovation pay by treating innovation as a *system* and not just a series of events. We offer training in creative thinking and innovation processes to your staff, and we can help your leaders learn how to *lead innovation* so that innovation becomes part of your company culture. We offer coaching to leaders who want to achieve true mastery in leading innovation. Our client list reads like the Fortune 100, including giants in chemicals, high tech, retailing, travel, foods, financial services, entertainment, and others.

### Why This Offering?

In our work with organizations, we consistently found that teaching skills and building individual capability was only part of the picture. The missing part was an organizational structure to harness this capability to meet the needs of the organization. Drawing on Dr. Robin Karol's and Dr. Charles Prather's experience in running effective internal consulting groups, we created this offering to fill that gap. Dr. Robin Karol is the principal consultant who will deliver this offering.

## The Consultants

**Dr. Robin A. Karol** is former Manager of DuPont Consulting Solutions, an internal business consulting group. She led the New Offering Development Process which installed a newly revised innovation process for growth. She is a certified New Product Development Professional with the PDMA. At DuPont, she held many leadership positions in Virology Research, Clinical Diagnostics, and was Quality Manager for Medical Imaging. Dr. Karol earned her Ph.D. in biochemistry from the State University of New York at Buffalo.

**Dr. Charles Prather** was the first manager of The DuPont Center for Creativity and Innovation, and helped design its offerings. He is a frequent keynote speaker and university lecturer. He has authored numerous articles, and his book, *Blueprints for Innovation*, was published by The American Management Association. Dr. Prather earned his Ph.D. in biochemistry from North Carolina State University.

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Consulting Excellence

# Building Your Internal Consulting Function for Bottom Line Results

Diagnostic Workshop & Followup to Create an Effective Internal Consulting Group

**Bottom Line**  
**INNOVATION**  
**Associates**

Improving the bottom line...*Innovatively*<sup>™</sup>

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## **The Problem: Expert assistance is needed but we don't have the time or resources to hire it**

Every organization needs expert assistance to help increase meeting productivity, to help resolve conflicts, and to help drive needed change. In today's competitive business environment your company must be constantly focused on innovation in products and services. These specialized needs require trained and highly competent facilitators to help achieve your goals. While most leaders are experts themselves in the businesses they lead, almost none are experts in skillful facilitation of group processes.

When poor (or no) facilitation is available, meetings drag on forever and accomplish little. Conflicts go unaddressed and unresolved. Problems are ill defined, and brainstorming becomes a recitation of the ideas from leadership. In short, organizational effectiveness and efficiency is severely compromised.

## **The Solution: Build your own internal consulting capability**

We can help you create your own highly successful internal consulting capability drawing upon our in-depth experience, having lead several successful internal consulting groups ourselves.

1. *Is your organization missing out on professional help because of budget or availability of the right consultant when needed quickly?*
2. *Would having your own internal consulting capability make it easier and more cost-effective than using external consultants?*

We can help you design an effective organizational structure and avoid the pitfalls that can cripple the group's effectiveness. We can train the group's leader and its members in the consulting process. We can help you design the offerings most likely to be needed, and we can help you get the needed training to close any gaps in capability.

## **The Criteria**

To be successful the consulting group leader and its members must meet certain criteria which we have validated at major companies over several years. As you consider group membership you will want to use these criteria:

1. Highly competent and respected by leadership
2. Above average intelligence. Can think quickly on their feet
3. Excellent, articulate communicator
4. Excellent listener, being able to hear the question behind the question when doing a needs analysis
5. Good people skills, easy to get along with
6. High personal energy and enthusiastic
7. Flexible in dealing with changing needs during an engagement

## **Take The Next Step**

Call us to discuss your need and opportunity. We will craft a proposal to meet your requirements.

**800-220-9375**