



**Do you want a catalytic, high-impact, equity-centered strategy that moves your organization closer to its goals and mission?**

A Black woman-owned firm with nearly 25 years of experience, Keecha Harris and Associates, Inc (KHA), provides organizational development and change management services to help your organization reach its goals and work toward fulfilling its mission. KHA's project teams are led by racially and culturally diverse staff who are uniquely positioned to reach diverse populations, including those who are traditionally underrepresented.

Organizational strategy, structure, and processes influence team behavior and motivation. KHA can help improve your organization's performance and productivity by conducting strategic planning, guiding staff through understanding leadership and communication styles, and addressing cultural differences. KHA's innovative, co-creative processes use well-crafted change management strategies to help your organization positively direct human emotions and employee concerns when major changes are in progress.



#### **Organizational alignment**

Understand organizational culture and develop tools to inform and guide the organization's behavior and practices



#### **Assessment**

Understand the risks and pathways to maximize the organization's footprint, mission fulfillment, and impact in the field through internal and external assessments, market research, and strategic planning.



#### **Team building**

Build and optimize key relationships across the roles, activities, and responsibilities of the leadership team and staff.



#### **Communications**

Guide the organization through change using effective internal and external communications methods, including skillfully tailored recommendations on the organization's most plausible paths forward.

### **Clients**

