



IN A WORLD OF CONTINUOUS, COMPLEX CHANGE, we use organization development, human development, and other individual and group process methods to improve your organization's outcomes and day-to-day functioning. Kenfield Shreve uses the framework of human and work systems to balance social and human needs with work processes for the best possible results in this time of fast-paced technological change.

Our goal-oriented, value-driven services include:

- Process improvement
- Off-boarding support
- Diversity and inclusion training
- Work/organization design or redesign
- Grant writing *for non-profit organizations*
- Vision, mission and values creation/alignment
- Large group (meeting) design and facilitation
- Leadership, board of directors/team development
- Human development: alignment, coaching, competencies, engagement, on-boarding, management training, off-boarding, performance management and talent management

We work with client organizations + leaders who want:

- People and work processes which produce effective relationships and organizational outcomes
- Changed work-systems that increase meaning, engagement and community for employees, volunteers and customers
- Stimulating learning experiences as change continues to disrupt current ways of thinking

OUR MISSION is to reflect the practices of organization development global practitioners resulting in:

- Deep and transformative learning
- Creation of effective and healthy organizations
- Rigorous and relevant outcomes
- New models of change and development
- Experimentation and competency development

KENFIELD SHREVE VALUES RELATIONSHIPS that demonstrate:

- Real-time collaboration and person-to-person connections
- Active participation in change efforts by all who are affected by the changes
- Respect for diversity and inclusion, both at the local and global levels
- Authenticity and self-awareness

Our Partners

MAGGIE SHREVE

magshreve@gmail.com

M 734.276.8028

Maggie is a global organization development (OD) leader, coach, and consultant who designs and uses a variety of methodologies to achieve desired organizational and relationship outcomes. She coaches leaders, managers, and employees to design the best systems for effective production and customer service. She focuses on human systems where everyone experiences meaning, dignity and effective relationships. She is a passionate strategic “whole systems” thinker.

APRIL KENFIELD

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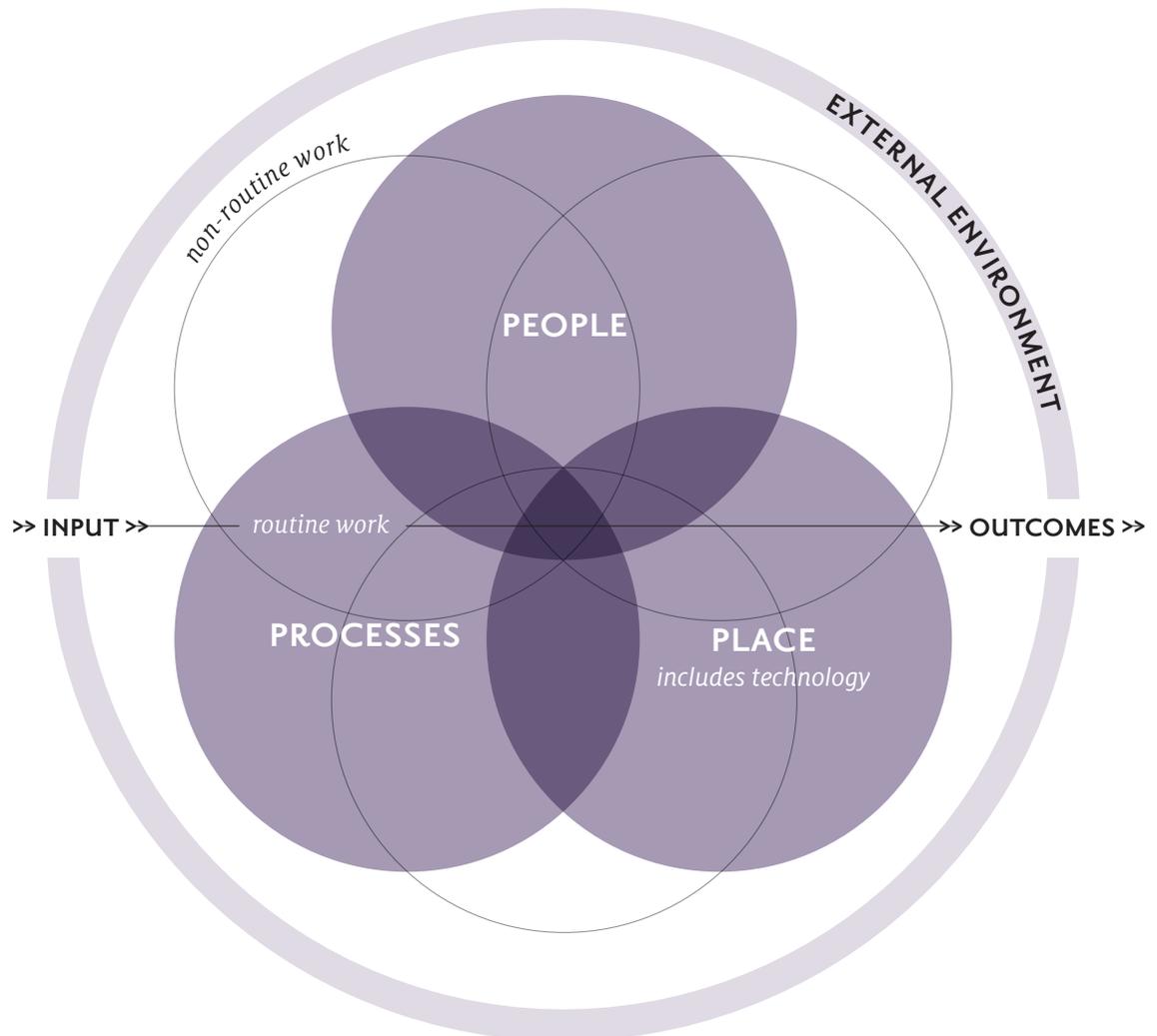
April is a talent management professional with expertise in human resources, consulting, training, coaching and program development. Through her knowledge of organization development, she uses individual coaching, process development and systemic thinking to help people and organizations improve effectiveness. April is highly collaborative, delivering solutions for large and small organizations in performance management, end-to-end talent management processes and competency development.



Using the Human and Work Systems framework, we provide the following tailored services to our clients:

- Process improvement
- Outplacement support
- Diversity and inclusion training
- Work/organization design or redesign
- Grant writing *for non-profit organizations*
- Vision, mission and values creation/alignment
- Large event (meeting) design and facilitation
- Leadership, board of directors/team development
- Human development: alignment, coaching, competencies, engagement, on-boarding, management training, off-boarding, performance management and talent management

Human and Work Systems



For information and to schedule a complimentary consultation to determine how we can help you resolve your human or organizational change issues, visit kenfieldshreve.com.



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INDUSTRY SPECIALTIES

Religious and Social
Justice Organizations

Customer Service

Health Care

Not-for-Profits

Government Agencies

AREAS OF EXPERTISE

Alignment and Large
Group Interventions

Change Management

Executive Coaching

Process Improvement

Team Development

Work Design/Redesign

CLIENT PARTNERS

Ability Center of
Greater Toledo

Ameritech

Kraft Foods

Houston Center for
Independent Living

Rush University
Medical Center

St. James Presbyterian
Church of Chicago

Berkeley Hillside
Presbyterian Church

Maggie is a global organization development (OD) leader, coach, and consultant who designs and uses a variety of methodologies to achieve desired organizational and relationship outcomes. She coaches leaders, managers, and employees to design the best systems for effective production and customer service. She focuses on human systems where everyone experiences meaning, dignity and effective relationships. As a passionate, strategic “whole systems” thinker, she uses a variety of facilitation, training, and development processes, creating stimulating and positive learning experiences. She has particular expertise in working with churches and disability rights organizations.

EXPERIENCE

Maggie maintains an international human and work systems consulting business where she builds and designs client interventions that lead to healthy, productive and quality outcomes. As an internal Senior OD Consultant, she consulted with multiple departments, clinics, practices and work units to improve performance and patient or customer service. She was selected to improve work processes in preparation for launch of an Enterprise Resource Planning (ERP) software application leased from Infor/Lawson. She remains on the faculty at Rush University and continues to speak at multiple venues around the world. Formerly, she created, led, developed and managed programs in not-for-profit corporations such as the National Council on Independent Living, The WHOLE PERSON, Inc., Stavros Foundation, United Cerebral Palsy and ALSAC-St. Jude Children’s Research Hospital.

PROVEN SUCCESS

- Three-day intensive leadership development workshops for executives with disabilities
- Increased patient satisfaction and effective working culture in an urban academic medical center’s emergency department
- Redesigned work systems for five different small non-profit organizations
- Created new vision, mission and goals for a small Presbyterian church, increasing membership and community service
- Conducted more than 25 “Future Search” conferences across the US, setting clear strategic directions for each organization
- Using appreciate inquiry for an international toy manufacturer’s leadership in Switzerland, leveraged effective behavioral change

EDUCATION / CREDENTIALS

Bachelor of Arts with Honors from the University of Cincinnati; Masters of Divinity from McCormick Theological Seminary. Certified administrator of the Myers-Briggs Type Indicator (MBTI®). Past-President, Treasurer and Program Chair of the Organization Development Network of Chicago (ODN/C); Board Nominating Committee of ODN (national); member of the Future Search Network, Philanthropy Club, Loop Professional Development Network (PDN), First Friday Club, the Chicago Council on Global Affairs and the Presbytery of Chicago, among other civic and religious associations.

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INDUSTRY SPECIALTIES

- Health Care
- Manufacturers
- Technology
- Not-for-Profits
- Consulting

AREAS OF EXPERTISE

- Leadership Development
- Talent Management Programs
- Career Coaching / Outplacement
- Human Resources Management
- Change Management
- Executive Coaching

CLIENT PARTNERS

- Community Renewal Society
- Chicago Architecture Foundation
- Instituto Del Progreso Latino
- Sears Holdings
- The Chamberlain Group
- Sun Microsystems
- NEC Technologies

April is a highly experienced talent management professional with expertise in human resources, consulting, training, coaching and program development. Through her knowledge of organization development and human resources, she uses individual coaching, process development and systemic thinking to help people and organizations improve effectiveness and outcomes. April is highly collaborative, delivering solutions for large and small organizations in performance management, end-to-end talent management processes and competency development.

EXPERIENCE

April is a consultant in the greater Chicago area having had diverse projects in the areas of change management, learning and development, leadership development, talent management, 360-feedback and coaching. Working across the country, she delivered front-line leadership training for a communications provider. She directed communications for an SAP implementation and developed the front end of an enterprise-wide buyer training program for a national retailer. Earlier experience included corporate human resource roles in staffing and general HR management. More recently, April has worked both as a career coach and HR effectiveness consultant delivering process improvement programs for area non-profits.

PROVEN SUCCESS

- Enhanced leadership skills using 360-degree feedback, a leadership assessment center, mentoring, selection methodology, project assignments / job assignments and rotations and coaching
- Changed behavior of sales people, developing new consultative selling skills, by leading the development of a new performance management tool and process
- Effected change in merger and restructuring situations, a nation-wide program implementation, personal transition and technology implementation
- Following needs assessment, significantly improved the talent management process for an expanding tour organization, including skill and role identification, on-boarding, new-hire training and management training

EDUCATION / CREDENTIALS / VOLUNTEERISM

Master of Science, Organization Development (MSOD), Loyola University of Chicago; Bachelor of Arts, Speech Communication (BA), University of Illinois, Champaign; Certified Administrator of Myers-Briggs Type Indicator (MBTI); Facilitator for Birkman Work Style Inventory, Strong Interest Inventory, DiSC, LaMarsh Certified Managed Change Agent™, and Six Sigma Green Belt trained; current Programs Director for the Community of Organizational Development in Chicago (CODIC).

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