

A good bottom line ... a clear path forward ... meaningful work ... energized people ... innovation as the norm ... **THE STUFF THAT COUNTS.**



The power of people performing at their peak is unmistakable. So is the jarring of an effort gone wrong. We help businesses outperform their expectations and their competition.

The Lime Group is an organizational behavior consultancy based in New York and Sydney. We work where 'the rubber hits the road' - at the touchpoints of strategy execution and people - to clarify strategy, to elevate leadership effectiveness, and to accelerate critical projects. We uncover the upsetting truth, unstick what is stuck and drive action on the stuff that counts.

Clients seek us out when they realize they are suffocating in conventional thinking and need a fresh approach to problem solving; one that actually works.

[doing the stuff that counts](#)

www.thelimegroup.com • new york • sydney

distinctive approach

Fresh thinking, straight talk, clarity and genuine partnership are what you'll get from Lime. We are consultants by profession and calling. That means we are more interested in creating tangible improvement for our clients than in looking good or being right. Shocking but true.

When you're aiming to get results with and through people, how you go about the work is at least as important as what work you choose to do. We've come to our approach over more than a decade of experience. Our four approach fundamentals:

First, we use the simplest approach that will work. That's it. Uncommon common sense that saves time, money and a lot more. Second, we go for visible shifts early because you need to generate momentum to drive meaningful improvement; or inertia will win. Third, we work with mindsets. Mindset drives choice drives behavior drives results. Change the mindset and you'll get a different result... guaranteed. Fourth, we set a high bar of what it means to be a real partner to our clients. Beyond the platitudes of collaboration, we talk straight, learn openly, and leverage the best of clients' and Lime's capabilities together.

bold aspirations

We aspire to create extraordinary results in large organizations, and use those as a lever to positively affect the way business is done around the globe. (We figure, if you're going to have a goal, why not aim high. You just might surprise yourself.)

essential services

At Lime we help organizations and the people in them realize their full potential. We do that by identifying and working with the highest impact, human-driven performance levers. For some clients, that means working with the senior team to agree - really agree- on the path forward. For others it means partnering with a select few people to map how information travels through the organization. Broadly, our services are:

Performance | Consistently high performance means knowing what counts and doing it well, even as the market changes.

Leadership | The success or failure of an enterprise rests primarily on the strength of its leadership – across all levels

Culture | Strategy sets the course but it's culture that shapes how people think, behave and make decisions. Shaping culture to support strategy is the unlock.

Mergers and acquisitions | The numbers may make sense on paper, but it's people that make an organization thrive. How do you set them up for success?

Multi-stakeholder | Multi-stakeholder syndicates and public/ private partnerships are increasingly important vehicles for driving business and societal results. Success requires a clear vision, and shared working norms.

Strategy execution | Accelerating strategy execution requires bringing clarity, motivation and increased capability to those tasked with 'making it happen'.

Expert facilitation | Each year, there are a few critical conversations that shape how your company performs. Lime is expert at facilitating senior management and high-stakes conversations.

a track record of success: client case study

HELPING A STRUGGLING SENIOR TEAM LAUNCH

A NEW TECHNOLOGY. After several years of more than 60% annual growth, the senior team of a leading life science company was struggling to step up as strategic leaders and define "what's next?" Should they take the risk and back a game-changing technology? Through the course of our work we saw a gradual yet significant shift in the effectiveness of the senior team. The CEO stopped dominating decision making, small factions reduced in strength and the quality of participation in senior team meetings improved dramatically. The market-changing product was launched early 2009, beating all competitors to market, spurring a new phase of growth....