TOWER STRATEGY GROUP

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Transformation Delivered

Tower Strategy enables holistic implementation on team-, function- and enterprise-level transformation and modernization efforts at federal and local public sector clients. We deliver that change through fu.sion ACCELERATOR, a proprietary transformation toolkit built and proven across our blue chip private sector clients. A toolkit which we have now successfully applied to help public sector clients reorient business strategy, organizational structure, people, process, tools, performance measurement and governance. Focused on capacity building and client self-sufficiency, we've deployed fu.sion to help:

- Design policy and strategy frameworks
- Stand up new business and operating capabilities that are in their infancy today
- Refine existing org. structures to reduce redundancy, create clear swim lanes, and enable cross-functional work
- Improve and enable program execution based on new vision, strategy and policies
- Drive organizational adaptation to new systems / tech.

In Federal, we've delivered these services to DOS since 2020, helping to:

- Develop Program policy & strategy frameworks
- Design ideal-state capabilities in support of those frameworks
- Create and implement multi-year change management plans to stand up those capabilities

NAICS CODES

541611 Administrative Management & General Management Consulting Services

541612 Human Resources Consulting Services

541613 Marketing Consulting Services

541614 Process, Physical Distribution, and Logistics Consulting Services

541618 Other Management and Consulting Services

541620 Environmental Consulting Services

541330 Engineering Services

541910 Marketing Research and Public Opinion Polling

541310 Architectural Services

BY THE NUMBERS

$23B *Average Client Size, Rivaling Large-firm Consulting Expertise*

6X *Typical Yearly Recurring ROI on Performance & Cost Initiatives*

13 *Years Delivering Growth & Efficiency Outcomes to Clients*

90% *Client Repeat Rate, Evidencing Our Service Quality & Value*

450 *FTE Reach Back Capability to Consulting Experts*

60+ *Countries We've Worked In Across the Globe*

KEY CLIENTS

EIN 26-3033416
UEI TCCGVM9JY7F6
CAGE CODE 562Z2
SET ASIDE SBA 8(a) Certified

fu.sion Differentiators

HOLISTIC APPROACH

Rather than focusing on only people or process or technology, Tower Strategy employs a holistic approach because we know that transformation programs focused on just one or two elements consistently fail to deliver. fu.sion combines all the necessary elements of a transformation program, resulting in lasting, impactful change.

HARNESSING THE POWER OF YOUR ORGANIZATION

Tower Strategy works alongside your organization to ensure that the expertise of your team, political capital and goodwill is fully capitalized upon. Change initiatives are far more successful when they are defined and implemented by those who will be directly impacted by the change program.

SELF-SUSTAINING CHANGE

Tower Strategy creates a self-sustaining change program by guiding your internal teams through an iterative process that builds capacity and leaves your organization with an internal transformation capability, resulting in high buy-in, reduced fragility and far stickier change.

TURNKEY, AI-ENABLED DIGITAL ENVIRONMENT

Powered off of a proprietary set of applications, fu.sion allows for end-to-end transformation planning, change management, execution, knowledge management, and governance in a single unified platform. And, because it runs on an AWS (i.e., cloud) backbone, it requires no ramp-up time or implementation burden for our clients.

> *"Tower taught us new ways of thinking and working that are objective, fact-based and necessary."*
>
> *- EVP Transformation, Carlyle Group Portfolio Company*

fu.sion Service Areas

BUSINESS STRATEGY AND ORGANIZATIONAL DESIGN

Tower Strategy defines how to accelerate transformation by defining the transformative, ideal-state capabilities and workflow needed to operate at max efficiency at a team-, function- or enterprise-level and then identifying the holistic set of supporting elements needed to enable those capabilities and workflow.

Policy and Strategy Framework | Strategic Planning | Capacity Building Roadmaps | Organizational Design and Assessment | Role Clarity | Governance Structure and Processes | Organizational Assessment | Shared Services and COE Optimization

CHANGE MANAGEMENT

Tower Strategy sparks change by building prioritized, staggered change management plans focused on improving performance against your core capabilities and mission. We put you on the path to long-term improvement, while delivering short-term wins by guiding, managing and trouble-shooting your team's implementation efforts through the change process.

Change Management Plan Development | PMO | Project Governance | Special Projects Delivery | Communications Development

PROCESS IMPROVEMENT

Tower Strategy stabilizes client operations through process reengineering focused on eliminating wasted motion while also improving outcomes related to specific capabilities required to meet client mission and goals.

Organizational Assessment | Root Cause Analysis | Workflow Redesign | Role Clarity | Governance Models | KPI Incentive Restructuring

WORKFORCE AND OPERATIONS PLANNING

Tower Strategy leads efforts to create new organizational structures, migrate human capital into new roles, load balance FTE levels and forecast future FTE types and levels.

Cost Analysis & Budget Formulation | Financial Forecasting | Shared Services Optimization | Enterprise Cost Management