



**TOWER
STRATEGY
GROUP**

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, USDA, and DOT since 2020, helping to:

- Develop Program policy & strategy frameworks
- Design ideal-state capabilities and develop human capital roadmaps in support of those frameworks
- Create and implement multi-year change management plans to stand up those capabilities
- Evaluate and develop program performance and management frameworks

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

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BY THE NUMBERS

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

6X Typical Yearly Recurring ROI on Performance & Cost Initiatives

15 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



UEI TCCGVM9JY7F6

CAGE CODE 562Z2

GSA CONTRACT 47QRAA24D00E5

SET ASIDE SBA 8(a) Certified



Contract Holder



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 BUSINESS MANAGEMENT SYSTEM

Powered off of a proprietary application that leverages private sector best practices, fu.sion allows for end-to-end transformation planning, change management, execution, knowledge management, and governance in a single unified platform. Now proven in the federal environment, 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 future-state, 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.

Capacity Assessments + Desk Audits | Resource Deployment Model Opt. | Org. Structure Design | Human Capital Forecasting | FTE Right-Sizing