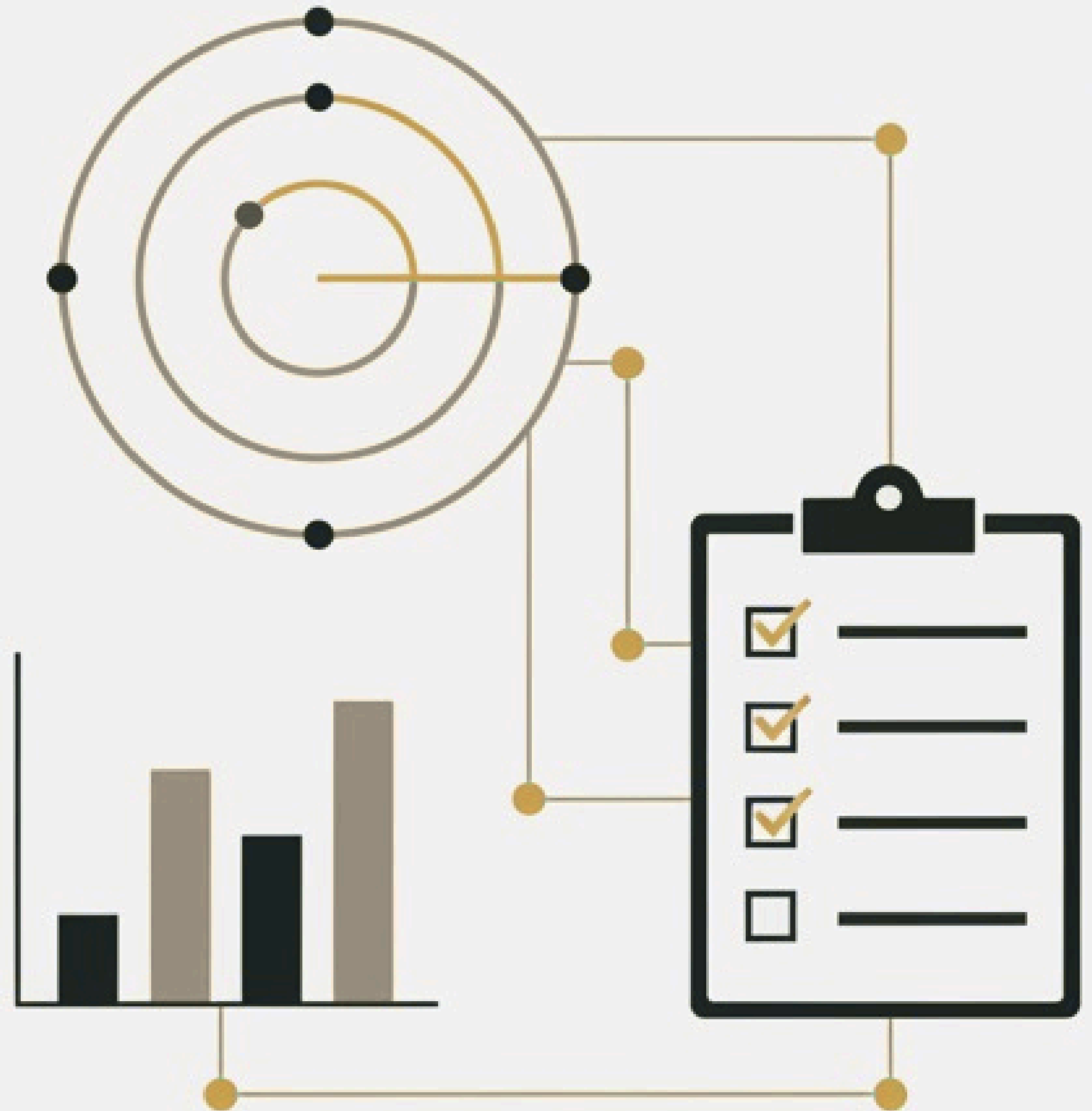




Case Study Playbook

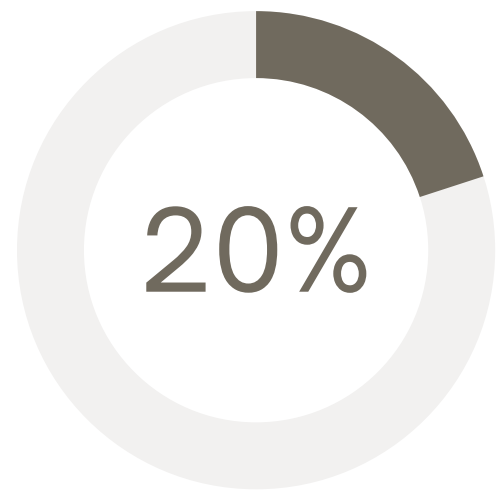
Assessment-First
Results-Driven
Transformation That Lasts



THE PROBLEM & OUR POSITIONING



THE HIDDEN COST OF GUESSING

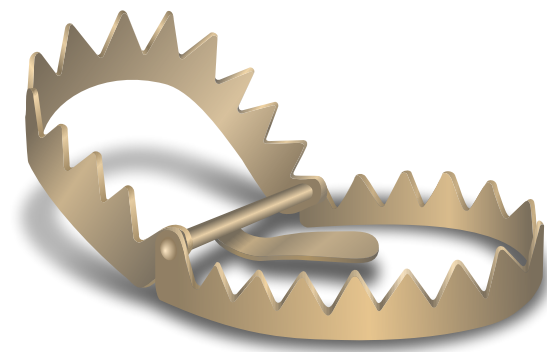


15–20%
of payroll lost

- 15–20% of payroll lost to misalignment
- 56% of employees don't know what's expected of them
- More than 50% of employees leave managers, not companies
- Disengagement drives turnover, errors, stalled work

THE COMMON TRAP

When performance drops, most organizations launch new programs instead of diagnosing root causes.



AMC SERVICES BEGINS DIFFERENTLY

We are an executive partner for organizations facing complex people and transformation challenges.

We specialize in organizational design, development, and performance coaching—delivered when and where it matters most.

OUR APPROACH

We begin with a leadership and organizational health check so every investment targets root causes—not assumptions.

THE PROBLEM & OUR POSITIONING



INTEGRATED CONCURRENT DIAGNOSTIC ASSESSMENT

A leadership and organizational health check that surfaces execution risk before it hits cost, timelines, or talent.

THREE CORE PREDICTORS		
COHESION Aligned strategy and priorities	CLARITY Roles, goals, and decision rights	COURAGE Safety to raise risk and challenge assumptions

HOW WE SEE IT

Leadership simulations reveal how leaders actually behave under pressure—not what they intend on paper.

WHAT YOU RECEIVE

- Insight deck with pillar scores and hot spots
- Health & Leadership scorecard
- 90-day action roadmap with owners & milestones

TYPICAL TIMELINE: 6–8 WEEKS.



THE PAUSE & CO-DESIGN

- Diagnose → pause → prioritize
- Your leadership reviews health, gaps, and cost of inaction
- Together, we co-design a sequenced, ROI-focused program

CASE STUDY 1

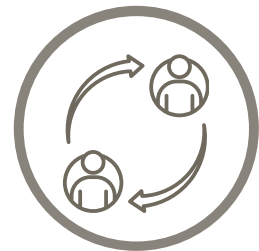


LEARNING & DEVELOPMENT SYSTEM

CLIENT PROFILE



300-person
construction firm



high early-career
turnover



no onboarding
structure.

CHALLENGE

Diagnostics showed low Clarity and Courage. Leadership simulations revealed supervisors underused coaching when under pressure.

SOLUTION

- ✓ Learning hub with role-based paths & mobile access
- ✓ 90-day onboarding with mentors
- ✓ Career paths
- ✓ Manager coaching

Estimated return of
\$6M over
3 years → 20:1 ROI

Result: Lower turnover, faster productivity,
fewer safety incidents

CASE STUDIES 2 & 3



PERFORMANCE MANAGEMENT SYSTEM

LEADERSHIP DEVELOPMENT PROGRAM

500-person manufacturer with ad-hoc reviews, low manager confidence. Simulations showed managers did not use coaching techniques and no front line support.

- Continuous performance framework with quarterly check-ins
- Performance tools in existing HR tech
- Manager enablement program
- Leader dashboards

Estimated return of **\$5.6M** over 3 years → **16:1 ROI**
Time savings, stronger retention, better conversation

Challenge

Solution

Results & ROI

200-person professional services firm facing senior retirements, thin bench. Simulations showed gaps in strategic thinking and change leadership

- Leadership competency model tied to growth ambitions
- Program for senior leaders and high-potentials
- Workshops, 1:1 coaching, business projects
- Succession integration

Estimated return of **\$2.9M** over 3 years → **6:1 ROI**
Higher internal promotions, smoother transitions

CASE STUDIES 4 & 5



SUCCESSION PLANNING & TALENT PIPELINE

OD FOR PROCESS, SYSTEMS, CULTURE & PEOPLE

400-person distribution company with long vacancies, costly external hires. Simulations showed patchy strategic bench strength.

- Succession framework for critical roles
- Simulation data to identify high-potentials
- Targeted development (rotations, mentoring)
- Talent dashboards

Estimated return of **\$11M** over 3 years → **25:1 ROI**
Higher internal fill rates, faster fills, fewer failed hires

Challenge

250-person architecture/engineering firm post-acquisition with siloed teams, conflicting processes. Simulations showed weak collaboration and cross-firm thinking.

Solution

- Unified operating model and governance
- Harmonized processes in shared playbook
- Consolidated systems
- Leadership program and change champions

Results & ROI

Estimated return of **\$10.5M** over 3 years → **15:1 ROI**
Time savings, stronger retention, better conversation

CASE STUDY 6

DIGITAL TRANSFORMATION & HRIS ENABLEMENT

CHALLENGE

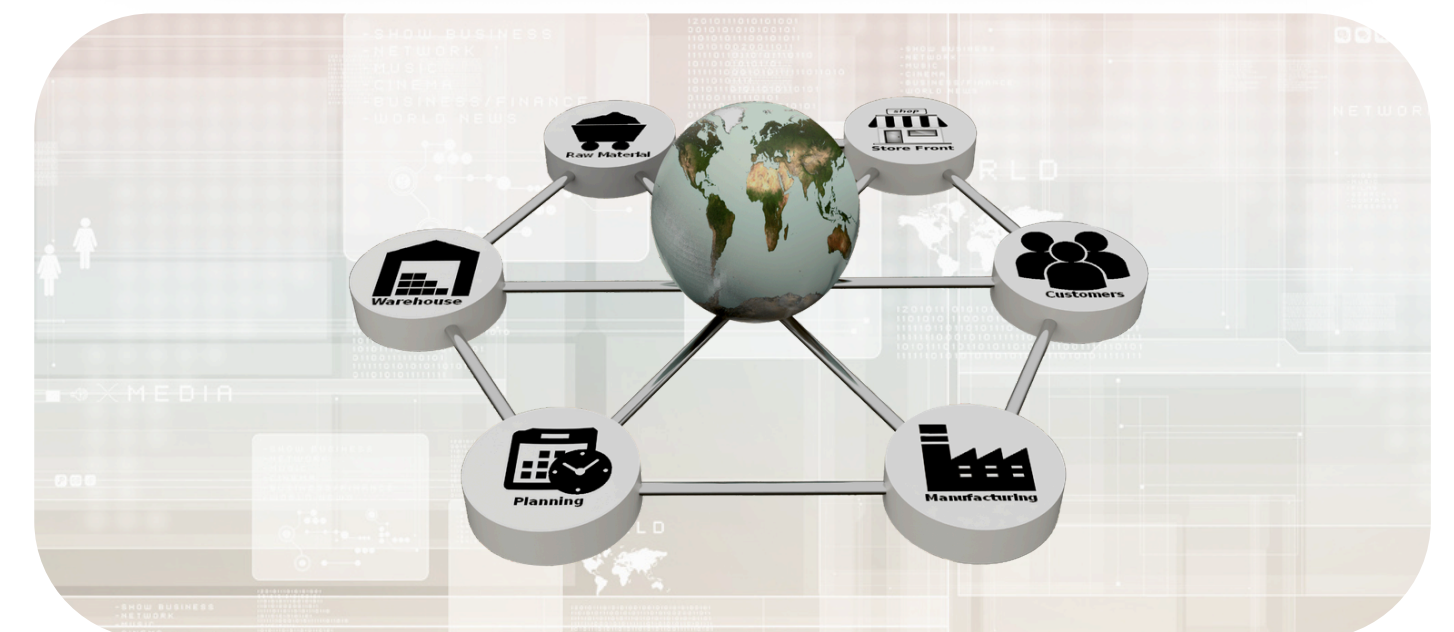
500-person supply chain warehousing company implementing HRIS, fragmented workflows, low Clarity. Simulations showed leaders strong at execution but weaker at change leadership.

SOLUTION

- ✓ Digital roadmap aligning HRIS with business priorities
- ✓ Redesigned and digitized HR processes
- ✓ Digital Dexterity approach (Discovery, Design, Change Champions, Delivery)
- ✓ Leadership development in communication and coaching

Estimated return of
\$6M over
3 years → 20:1 ROI

Result: Standardized processes, strong adoption, leaders confident with change



THE EVIDENCE & WHY AMC



WHAT THE EVIDENCE SHOWS

Across six clients who started with diagnosis and acted on insight:

SIX CLIENTS
ALL
6-25× ROI
OVER
3 YEARS

- Priorities sharpen; execution speeds up
- Leaders lift engagement and retention
- Succession risk drops; growth stabilizes
- Change management protects technology ROI

Data-driven OD consistently converts six-figure investments into multi-million-dollar gains.

WHY AMC SERVICES

- Evidence before action: Diagnose first.
- Executive-ready clarity: Insight leaders can act on.
- Built for your reality: Designed for your culture.
- Capability that sticks: Stronger leaders.
- Proven impact: Higher engagement.

YOUR CHOICE

Keep cycling through initiatives or **pause**, run a focused health check, and invest in solutions that fit — and last.

AMC Services

ESG Strategy



As a **certified Women Business Enterprise (WBE)**, AMC Services delivers measurable ROI for organizations committed to supplier

diversity and business excellence. Our certification brings fresh perspectives and innovative solutions that enhance innovation, market insight, and efficiency.

WHAT YOU GAIN:

- Competitive advantage through supplier diversity
- Access to exclusive supplier networks
- Enhanced brand reputation and compliance
- Proven results: 133% greater ROI, 15% higher sales, and 33% more innovative ideas



As a **pre-qualified supplier under the Government of Canada's ProServices Supply Arrangement**, AMC provides streamlined

consulting access for federal departments and agencies. Our vetted status reflects credibility, expertise, and measurable results.

WHAT YOU GAIN:

- Trusted expertise meeting federal standards
- Simplified, pre-approved procurement
- Compliance with government regulations
- Specialized consulting in OD, learning, and change management

By partnering with AMC, your commitment to diversity becomes a catalyst for business growth and public sector success—backed by innovative ideas, market insights, and measurable impact.

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