



Mission

My mission with BoldPath Consulting is to foster positive transformation in local governments through innovative and personalized approaches. I am committed to client-centric strategies that empower local government, emphasizing informed decision-making, collaboration, and continuous growth. Building lasting partnerships and focusing on real, sustainable solutions, I strive to create a thriving future for local governments.

Vision Statement:

BoldPath Consulting envisions a future where local governments thrive through a data-informed culture of innovation, strategic collaboration, and financially sustainable growth. I aim to shape the landscape of public administration with real-world solutions and personalized approaches, focusing on empowering local governments to succeed with their employees and communities.

Core Values:

1. **Tailored Approach:** I listen, learn, and then create. Your organization's unique challenges and strengths guide my custom solutions, which aim to have a real impact internally and in your community.
2. **Strategic Insight:** I deeply respect the complexity of local governance and offer strategies that reflect what you truly value and aim to achieve, bringing our shared vision to life.
3. **Quality Relationships:** Building honest, strong relationships is at the heart of what I do. Expect genuine care, open communication, and a partnership built on trust.
4. **Innovative Thinking:** I believe in thinking differently to find better solutions. Innovation isn't just a buzzword for me; it's about making fundamental, practical changes that matter.
5. **Enabling Community Engagement:** I'm here to help you connect with your community meaningfully, starting from the inside out. It's about empowering you to make a difference.
6. **Practical Policy Crafting:** Policies should work as intended in the real world, not just on paper. I focus on what's genuinely needed and craft practical, effective solutions.
7. **Visionary Alignment:** I bolster your internal operations, grounded in practical, political, and fiscal realities, to lay a strong foundation for your impactful work with the community.

BoldPath's Services:

1. Leadership and Organizational Development:

- Collaborative Skill Building: Tailored workshops for enhancing skills and teamwork among employees, councils, and boards.
- Leadership Excellence Workshops: Custom leadership development sessions to grow management skills, build effective teams, and support a culture of engagement.

2. Workforce Planning & Organizational Analysis:

- Operational Structure Refinement: Analysis, evaluation, and design of organizational structures for improved efficiency and effectiveness.
- Seeking Efficiencies: Identifying and implementing process improvements to eliminate inefficiencies, encourage innovation, and streamline operations.
- Strategic Change Facilitation: Offering strategic advice and hands-on support for managing and facilitating significant organizational changes.



3. HR Analytics and Workforce Insights:

- Data-Driven Strategies: Combining internal data review with public-sector benchmarking to provide insightful analyses that inform strategic HR decisions.
- Performance Metrics Implementation: Establishing and integrating performance metrics to enhance organizational outcomes and employee development.
- Analytical Tools: Supplying the methodologies and support necessary for data analysis, aiding critical decision-making processes.

4. Labor & Employee Relations:

- Harmonious Workplace Relationships: Strategies and interventions designed to cultivate constructive relationships between management and staff, promoting a harmonious work environment.
- Strategic Investigations and Negotiations: Expert guidance for investigations and collective bargaining.
- Contract Costing: Develop and advise on all matters relating to labor costing for fair and effective labor relations and human resource management.

5. Policy Research & Development:

- Comprehensive Policy Crafting: Research, development, and implementation of comprehensive policies tailored to align with the organization's mission, values, and strategic objectives.

6. Technology and Innovation Consulting:

- AI and Technology Workshops/Webinars: Specialized workshops on leveraging AI technologies, including prompt engineering/design with tools like ChatGPT, tailored for enhancing local government functions.
- Data-Readiness Advisory: Advisory services focused on elevating data management capabilities, ensuring organizations are primed to use data for decision-making effectively.

7. Compensation Strategy and Troubleshooting:

- Compensation Issue Resolution: Expert troubleshooting for complex compensation issues, policy development, and strategic advice.

8. Prevue™ Assessment Services:

- Assessment Tool: Supporting objective hiring decisions and enhancing team composition, Prevue™ is an assessment suite that provides a complete view of candidate capabilities by evaluating their aptitude, motivations, and personality against the organization's job requirements.

Why Choose BoldPath?

BoldPath Consulting is not about a one-size-fits-all solution. It's about a journey, a partnership, and a commitment to excellence. My clients are my priority, and I strive to create solutions that resonate with each client's needs. My hands-on approach ensures I understand your challenges and craft solutions that make a real difference. I'm here to guide you on the path to success, leveraging our experience, values, and innovative thinking.

If you'd like to learn more about how BoldPath Consulting can transform your organization, contact me today at

Patrick Glynn, Founder/Principal Consultant
(920) 522-2413

www.boldpathconsulting.com
patrick@boldpathconsulting.com