



## **Introduction to BoldPath Consulting**

At BoldPath Consulting, I believe progress is built on ideas that matter — creative when needed, steady when required — always rooted in practicality and principle. I work directly with local governments to navigate complexity through thoughtful problem-solving, quiet innovation, and a deep respect for real-world challenges.

Every engagement is approached as a partnership, not just a project. My focus is on delivering insights and strategies that strengthen leadership, align operations, and empower communities. Credibility is earned through thoughtful contribution, practical solutions, and lasting results — not through appearances or promotion.

## **About BoldPath Consulting**

BoldPath Consulting is an independent practice founded by Patrick Glynn, a public sector advisor with over 30 years of experience in human resources, labor relations, workforce strategy, and organizational consulting. As a single-practitioner firm, BoldPath offers clients a direct, personalized partnership built on trust, responsiveness, and practical stewardship.

Each engagement is led personally by Patrick, ensuring clients receive consistent guidance grounded in real-world leadership experience. With a career spanning county administration, HR and labor relations leadership, consulting management roles, and national-level contributions to the public sector workforce, Patrick brings a rare combination of analytical rigor, practical innovation, and quiet leadership to every project. BoldPath's work is rooted in helping organizations navigate change thoughtfully, strengthen internal capabilities, and thrive in an increasingly complex environment.

## **BoldPath's Core Services:**

### **Leadership and Organizational Development**

Leadership and organizational development programs tailored to address real-world workplace challenges, debunk management myths, strengthen accountability, and foster sustainable employee engagement. Solutions are practical, customized to organizational needs, and focused on building resilient leadership practices and supporting broader employee development.

### **Workforce Planning, Succession, and Organizational Analysis**

Assessment and redesign of organizational structures to meet evolving service demands. Emphasis on rebuilding internal leadership pipelines, clarifying career pathways, and supporting talent development in environments constrained by limited resources.

### **Labor and Employee Relations**

Strategic labor relations support across bargaining, grievance management, labor costing, and contract analysis. Services blend day-to-day administrative expertise with a collaborative, fiscally responsible approach, grounded in building long-term labor-management partnerships. While BoldPath does not provide legal services, clients benefit from practical, experienced guidance, with referrals to trusted public-sector attorneys when specialized legal counsel is needed.

### **Performance Management and Employee Development**

Support for designing, modernizing, and facilitating performance management systems aligned with organizational goals. Services include development of employee evaluation frameworks, facilitation of executive evaluations for leadership roles such as city managers and county administrators, design of employee development tools, and implementation of 360-degree feedback processes.

### **Compensation Strategy and Workforce Economics**

Support for organizations navigating compression challenges, developing career progression frameworks, and building practical, equitable compensation structures within constrained fiscal environments. Services include compensation policy development, pay practice design, advising on compensation administration frameworks, and aligning pay strategies with workforce expectations and operational needs.



## Technology and Innovation Consulting

Training and advisory support to help organizations integrate emerging technologies thoughtfully into their operations. Services focus on workforce education, practical AI implementation strategies, project planning, and supporting early-stage organizational AI readiness and policy development.

## Data-Driven Decision Support

Development and analysis of workforce and operational metrics to guide strategic planning. Services leverage available data effectively, supporting decisions on staffing, resource allocation, organizational redesign, and service delivery improvements.

## Survey Design and Analysis

Design, administration, and interpretation of internal satisfaction surveys, workforce culture assessments, external benchmarking surveys, and other targeted survey projects as needed. Services provide organizations with actionable insights to support strategic planning, employee engagement, and operational decision-making.

## Policy Research and Development

Support for reviewing, modernizing, and developing organizational policies to improve operations, clarify expectations, and strengthen the employee experience. Services include policy audits, assistance with revisions, and development of performance management frameworks that align employee evaluation with organizational goals.

## Pre-RFP Planning for HR and Management Studies

Support for organizations preparing to engage consultants for compensation, human resources, management, or organizational studies. Services focus on clarifying project goals, structuring scopes of work, setting internal expectations, and positioning projects for successful implementation. Emphasis is placed on segmenting work where appropriate to streamline later project phases and improve outcomes.

## Focused Session Facilitation (Policy and Workforce Planning)

Facilitation of structured, small-group sessions supporting policy development, workforce planning, governance advisory, and organizational restructuring efforts. Examples include policy workgroup sessions, workforce planning meetings, governance advisory discussions, and organizational redesign projects.

## Why BoldPath

When organizations partner with BoldPath Consulting, they gain more than consulting services — they gain a steady, experienced ally who helps them move forward with clarity and confidence. Every engagement is built on the belief that substance matters more than show, and that real success is measured not by deliverables alone, but by the lasting strength and resilience of the organizations served.

BoldPath's strength lies in connecting ideas across disciplines, recognizing patterns amid complexity, and building solutions that stand the test of real-world operations. Clients appreciate the clear thinking, candid communication, and strategic balance BoldPath brings — always focused on practical outcomes, principled guidance, and sustainable improvement.

**Patrick Glynn, Founder/Principal Consultant**



(920) 522-2413



[www.boldpathconsulting.com](http://www.boldpathconsulting.com)



[patrick@boldpathconsulting.com](mailto:patrick@boldpathconsulting.com)



<https://www.linkedin.com/company/boldpath-consulting-llc>