



## Introduction to BoldPath Consulting

At BoldPath Consulting, the work begins with understanding people, systems, and the unseen forces that shape how organizations function. Progress rarely comes from quick fixes or borrowed frameworks; it grows from thoughtful examination, honest conversation, and decisions that honor both people and purpose. BoldPath helps organizations (particularly in local government and other mission-driven sectors) find clarity amid complexity, align operations with values, and strengthen leadership where it matters most. Drawing on decades of real-world experience, Patrick Glynn leads BoldPath as an independent practice that brings both steadiness and perspective to organizational leadership, helping a new generation of public sector and community-minded professionals lead with confidence in environments that demand both courage and care. Every engagement begins with listening; understanding what is working, what is not, and what matters most to the people doing the work. That deliberate pace allows BoldPath to uncover not just problems to solve, but opportunities to build stronger systems and more capable teams.

While BoldPath's foundation lies in public sector consulting, its approach (rooted in clarity, systems thinking, and human-centered strategy) naturally extends to private enterprises, nonprofits, and other organizations navigating change. The firm's work is defined by its depth of analysis and calm practicality: helping leaders make sense of complexity, challenge assumptions without grandstanding, and turn thoughtful plans into lasting results. Across all sectors, BoldPath remains committed to the same principles: respect for people, disciplined curiosity, and solutions that endure beyond the engagement itself.

## BoldPath's Core Services:

### Leadership and Organizational Development

Programs and advisory support are designed to strengthen leadership capacity, accountability, and team cohesion. Services are customized to organizational needs and focused on helping leaders navigate change, build trust, and sustain healthy workplace cultures. Support can include management training, leadership workshops, and individualized development planning.

### Workforce Planning, Succession, and Organizational Analysis

Evaluation and redesign of organizational structures to meet evolving operational and service demands. Emphasis on rebuilding leadership pipelines, clarifying career pathways, and aligning workforce capacity with long-term strategy. These studies enable organizations to anticipate future needs and make informed decisions regarding staffing and structure.

### Labor and Employee Relations

Strategic labor relations support across bargaining, grievance management, labor costing, and contract analysis, as well as advisory, expert, or representational services when appropriate. BoldPath's approach combines practical administrative expertise with a collaborative, fiscally responsible perspective focused on building durable labor-management partnerships. In matters requiring legal privilege or formal representation, particularly within the public sector, BoldPath provides informed guidance up to that threshold and recommends engagement with trusted attorneys when legal counsel becomes essential.

### Performance Management and Employee Development

Design and modernization of performance management systems aligned with organizational goals and expectations. Services include creating evaluation frameworks, facilitating executive or leadership evaluations, developing employee feedback tools, and integrating 360-degree feedback processes. The goal is to make performance systems meaningful, consistent, and growth-oriented.

### Compensation Strategy and Workforce Economics

Advisory support to align compensation policy and administration with organizational goals and fiscal realities. Work centers on principles, governance, and practical decision-making frameworks, such as compression diagnostics, internal equity reviews, career progression criteria, and the interpretation of client-provided market information. BoldPath equips leaders to apply consistent pay practices, communicate rationale, and plan incremental adjustments within existing structures.



## Technology and Innovation Consulting

Advisory and training services to help organizations integrate emerging technologies thoughtfully into daily operations. Recent engagements include workforce AI training, creation of custom GPT tools, and support for early-stage AI policy and readiness planning. The focus is always on practical application, risk awareness, and organizational learning.

## Data-Driven Decision Support

Development and analysis of workforce and operational metrics that guide planning and resource allocation. Services include data visualization, trend analysis, and creation of decision-support tools that help leaders evaluate staffing, performance, and service delivery. BoldPath translates complex information into clear, actionable insight.

## Survey Design and Analysis

Design, administration, and interpretation of employee or stakeholder surveys, culture assessments, and external benchmarking projects. Findings are presented in clear, actionable terms that inform strategic planning, workforce engagement, and organizational improvement initiatives.

## Policy Research and Development

Review, modernization, and creation of policies that improve operations, clarify expectations, and support compliance. Services include policy audits, document drafting, and facilitation of review processes that align organizational policies with current best practices and evolving workforce needs.

## Pre-RFP Planning for HR and Management Studies

Support for organizations preparing to engage consultants for compensation, HR, or management studies. Services clarify project goals, define scope, and establish internal expectations before the RFP process begins, improving study quality, controlling costs, and positioning projects for successful implementation.

## Focused Session Facilitation (Policy and Workforce Planning)

Facilitation of structured sessions to support governance discussions, workforce planning, or organizational restructuring efforts. Examples include policy development workgroups, leadership alignment sessions, or department planning meetings. These sessions are designed to foster dialogue, promote accountability, and bring about a shared understanding.

## Why BoldPath

Working with BoldPath means engaging a partner who listens carefully, thinks critically, and helps leaders make decisions that withstand real-world conditions. Each project is grounded in the belief that progress is earned through substance, not style, and that the best outcomes strengthen both people and the systems that support them. BoldPath's work is steady and deliberate; guidance that helps leaders make clearer decisions and strengthen their organizations long after the project concludes. Its strength lies in connecting ideas across disciplines, recognizing patterns within complexity, and translating analysis into practical action.

Clients value the clarity and steadiness that come from that approach: clear thinking, candid communication, and solutions designed to last. Whether advising a local government, a nonprofit, or a small business, BoldPath provides more than consulting expertise; it offers a trusted perspective shaped by decades of experience and guided by a simple purpose: to help organizations move forward with confidence, integrity, and lasting strength. BoldPath's value lies not only in its analysis but also in its steadiness; the ability to stay engaged, thoughtful, and practical from the first conversation to the final decision. Clients often describe the experience as working with a partner who helps them think clearly when clarity matters most. That is the measure of genuine partnership: practical progress, earned through principle and respect for the people doing the work.

### Patrick Glynn, Founder/Principal Consultant



(920) 522-2413



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



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



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