

# HIGHBERG

We originated from seven boutique consulting firms, each with best-in-class expertise in organizational, digital, and sustainability transformations.

We aim to be the ultimate partner for our clients around these themes, working together to achieve lasting impact on organizations and their people.

## Our themes

### Organizational

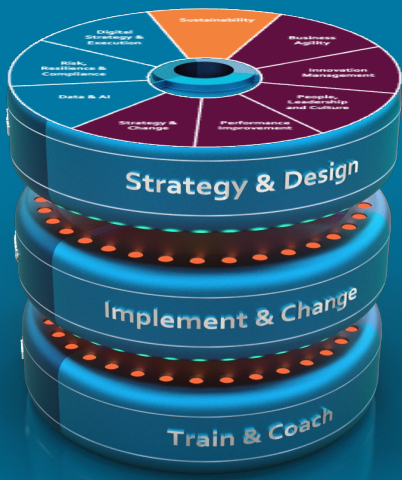
Reinventing organizational structures, processes, behavior, and leadership to improve responsiveness and competitiveness.

### Digital

Adoption of digital technology to improve customer value, innovate business models, and improve collaboration across one's value chain.

### Sustainability

Reshape business operations and deploying new technologies into integrate sustainability to the core of one's strategy and purpose.



### Strategy & Design

We collaborate with organizations to (re)define effective business- and transformation strategies by applying deep industry knowledge, data analytics, and process facilitation.

### Implement & Change

We define and execute programmatic transformations. Effective change programs to realize the organization's objectives, collaborating closely with the people, and considering all relevant aspects.

### Train & Coach

We ensure people have the necessary knowledge and skills to sustain the change at hand. We train and coach individuals, teams, and leadership to make them and the organization successful in the new setting.



## 12 capabilities

### Data & AI

We empower organizations with data-driven strategies using advanced analytics and AI, enabling insight-driven decision-making and robust data governance practices for reliability and security.

### Risk, Resilience, and Compliance

We enhance cybersecurity, ensure compliance, and mitigate risks through comprehensive solutions, including IT audits, safeguarding organizations, and ensuring a secure and compliant operational environment.

### Digital Strategy and Execution

We partner with organizations to drive and manage their digital transformation, design scalable architectures, and optimize cloud resources, ensuring secure, compliant, and cost-effective digital solutions.

### Sustainability

We assist organizations in integrating sustainability into operations, leveraging tech for performance optimization, and establishing effective governance for ongoing sustainability practices and compliance.

### Education & Coaching

Through our education brands, Gladwell Academy and Highberg Academy, we offer learning journeys in all our service domains, empowering organizations to enhance skills and achieve transformation goals.

### Market Research

Our market research service provides in-depth solutions with surveys, meticulous research, and expert panel utilization, equipping clients with actionable data for strategic decision-making, driving business growth, and ensuring sustained success.

### Interim Management

Our interim management service provides expert leadership by connecting clients with experienced professionals who seamlessly integrate into their organizations to drive projects, manage transitions, and fill critical roles. In doing so, we ensure effective solutions to meet immediate leadership needs and achieve strategic objectives.

### Business Agility

We help organizations to swiftly adapt and deliver value by employing Agile practices that promote adaptive strategy planning and iterative development.

### Innovation Management

We help organizations adopt a process and culture of innovation, guiding them in generating, capturing, and implementing creative ideas.

### People, Leadership, and Culture

We support organizations in large-scale transformations by focusing on developing effective leadership, positive organizational cultures, and leveraging people analytics for fact-based improvements.

### Performance Improvement

We help organizations to optimize processes, reduce costs, and improve performance, driving operational excellence and enhancing overall business performance.

### Strategy & Change

We aid organizations in strategy development and change management, defining objectives, analyzing markets, and executing plans for successful alignment with strategic goals.