



Progressive Consulting for Institutions (PCI) Offers:

PCI uses the science and art of Organization Change and Development including programs and current approaches such as:

Strategy & Leadership Development

Organization Analysis: Using surveys to identify organization strengths and improvement opportunities
Plan and implement mission, vision and develop goals to focus organization activities and outcomes
Teambuilding & conflict resolution
Create guidelines and establish benchmarks
Organization procedures and protocols
Individual coaching for improvement of organization strategy, balance and employee satisfaction

Collections

Collection story development (What story do you want to tell?)
Writing effective Collection Policies: Procedures and protocols
Curatorial Best Practices and Benchmarks

Program Development & Education

Event planning aligning with mission and vision
Informal and formal education
Newsletter development
Effective promotional pieces

Collaborative Alliance Development

Future Search Conferences: facilitation of creative dialogue resulting in strategic alliances of diverse organizations to discover common ground and create new connections
Collaborative network development training

Fundraising & Development

Analysis and coaching of fundraising and development efforts for improvement
Creating effective appeal letters
Training in development issues



Steven Royer earned degrees in **Environmental Science, Biology and Psychology** from the University of Michigan–Dearborn and **Master of Science in Biology** from Andrews University. Steve served as **Director of Development** for Mounts Botanical Garden, successfully writing grants and coordinating Master Planning efforts from planning to planting. While at Fernwood Botanical Garden he expanded their collections, programming and fundraising efforts. At American Public Garden Association he spearheaded the national program for plant collections and conservation of germplasm and organized national and international meetings for botanical gardens.

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Teri Haggerty has an **MBA and Organization Development Leadership (ODL)** from University of West Florida. Teri has over twenty years experience as a consultant: senior internal ODL consultant to Walt Disney World Magic Kingdom, external consultant to U.S. Department of Energy, sub-contractor through Westinghouse-Hanford, Project Performance Corporation, Whirlpool, Public and Private School Systems. She is an in-demand professional certified coach (**PCC, International Coach Federation**) and respected author of Doorknob Books®. One of Teri's passions is to create an environment that will lead organizations along a successful journey to clarify their individual true mission and vision.

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**Imagine your organization on the leading-edge,
using plants, animals and culture to
share your story with the world!**

Progressive Consulting for Institutions (PCI)

**For Botanical Gardens,
Zoological Parks and Museums**



PCI provides expert guidance to pathways to success by enhancing and strategically combining the elements of:

- Organization Analysis and Strategic Planning
- Leadership Development and Team Building
- Coaching to improve collections, program development and education, collateral materials, fundraising and performance



Offered by consultants

Steven J. Royer, MS and Teri Haggerty, MBA

Using a holistic approach ...

PCI uses participative methods that involve your leadership and employees to:

- Improve individual and organization performance.
- Describe and develop your unique mission, envision your desired future and create prioritized clear action steps toward that future.
- Learn to effectively use the combination of plants, animals and culture to tell your unique story to the world.

People:

Culture influences everything, yet is rarely considered as a whole.

- Plants and animals have affected the development of culture (i.e., medicine and rituals).
- Being surrounded by our natural environment results in health and prosperity in people.
- Our goal is to learn to enhance the world by our presence so we can live better in it; benefiting all.

The PCI is a practical results-oriented approach that brings optimism, creativity, patience and a pragmatic understanding of the human element in today's organizations, which results in improvement of financial performance, synergy within the workforce and guest satisfaction.

PCI employs tailored diagnosis and interventions, our goal is to help clients define a range of options, and from these give solutions for institutional needs. These interventions are designed to balance the needs of your audience, employees and organization.

“The role you played was a significant part in an effort for our Magic Kingdom team to successfully reach our goals. The dedication you have shown to this effort is greatly appreciated.”

**Greg Emmer, Vice President,
Magic Kingdom**



A Holistic Perspective:

With leading-edge philosophy we guide botanical, zoological and museum-based organizations that are ready to develop their mission and best future with a holistic approach utilizing plants, animals and culture (people) to tell their unique story.

- Creatively combining these three aspects results in a new leading-edge methodology that enhances education and awareness in the local and international community.
- When all three are combined effectively, the patterns form more complex and realistic interactions that create greater insights into how the world works and humanity's place in it.
- **Today's changing world demands a new breed of organization that embraces and showcases this large picture perspective.**

“... Steven always gets the job done, even if we give him nothing to start with.”

**Mari Anderson, VP Board of Directors,
Friends of Mounts Botanical Garden**

Plants:

Affect people and animals alike.

- Opportunities to study and observe plants native with their corresponding animals allow a more complete picture of the interactions of the animals in their habitats.
- The interactions help audiences gain a more complete image of the importance of habitat preservation.
- Habitat conservation is a foundation for the healthy growth of human culture.

Animals:

An animal's natural instincts are affected by its surrounding environment.

- Pairing combinations of animals with their native plants in a habitat provides new and exciting opportunities.
- Utilizing plant material that engages each animal's natural instincts gives more potential to observe natural behavior.
- We can more fully understand how human behavior impacts our shared environments.