

# Helix

*Group, LLC*

*Leaders in strategic developmental transformation*

**NOTHINGEXTRA.ORG**



In collaboration with our strategic partner *Searching for Leadership*



**EnPro**  
Industries

THE  
DECURION  
CORPORATION



**Garlock**  
SEALING TECHNOLOGIES

**ARC LIGHT**<sup>®</sup>  
C I N E M A S

  
ROBERTSON PROPERTIES  
GROUP

**Hollybrook**  
SENIOR LIVING

 **CPI**  
an EnPro Industries company

  
**STEMCO**

 **GGB**  
BEARING TECHNOLOGY

**Technetics**  
GROUP

EnPro Industries companies

FAIRBANKS  
MORSE  
**ENGINE** 

  
PACIFIC THEATRES

## What we do

*Helix Group, LLC* combines deep business insight with mastery of the psychology of optimum performance, to shape our client's future.

We design enterprises that thrive on new knowledge. By doing that, we help organizations move beyond management by control to management through education.

Our focus on critical thinking, emotional intelligence, and communal problem solving helps our clients navigate the complexity of ever-changing business environments.



## Why we are different

*Helix Group, LLC* are recognized experts in the mechanics of organizational performance. We know what it takes to shape organizations with exceptionally effective decision making and problem solving cultures.

We've partnered with global business leaders on their strategic journeys in every sector and all regions. With unprecedented shifts in technology, economics and geopolitics redefining our business environment, we know businesses need more than interim, localized interventions to succeed.

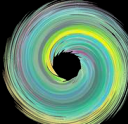
We teach business units to cultivate and lead knowledge-creating cultures. We introduce communities to higher, less known, aspects of human development that are critically needed for lasting knowledge-creation.

The ability to adapt and thrive in times of change and uncertainty helps our clients to beat the odds and increase their probability of success.





We build **learning** organizations with extraordinary performance **cultures**



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Searching for  
**Leadership**

# OUR CREDO

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Human beings are naturally wired to self-actualize.

Commercial performance is intrinsic to employee development.

Development is a system for accomplishing work.

We help companies direct their *own* development.

We draw a transformation out from your *internal* business agenda.

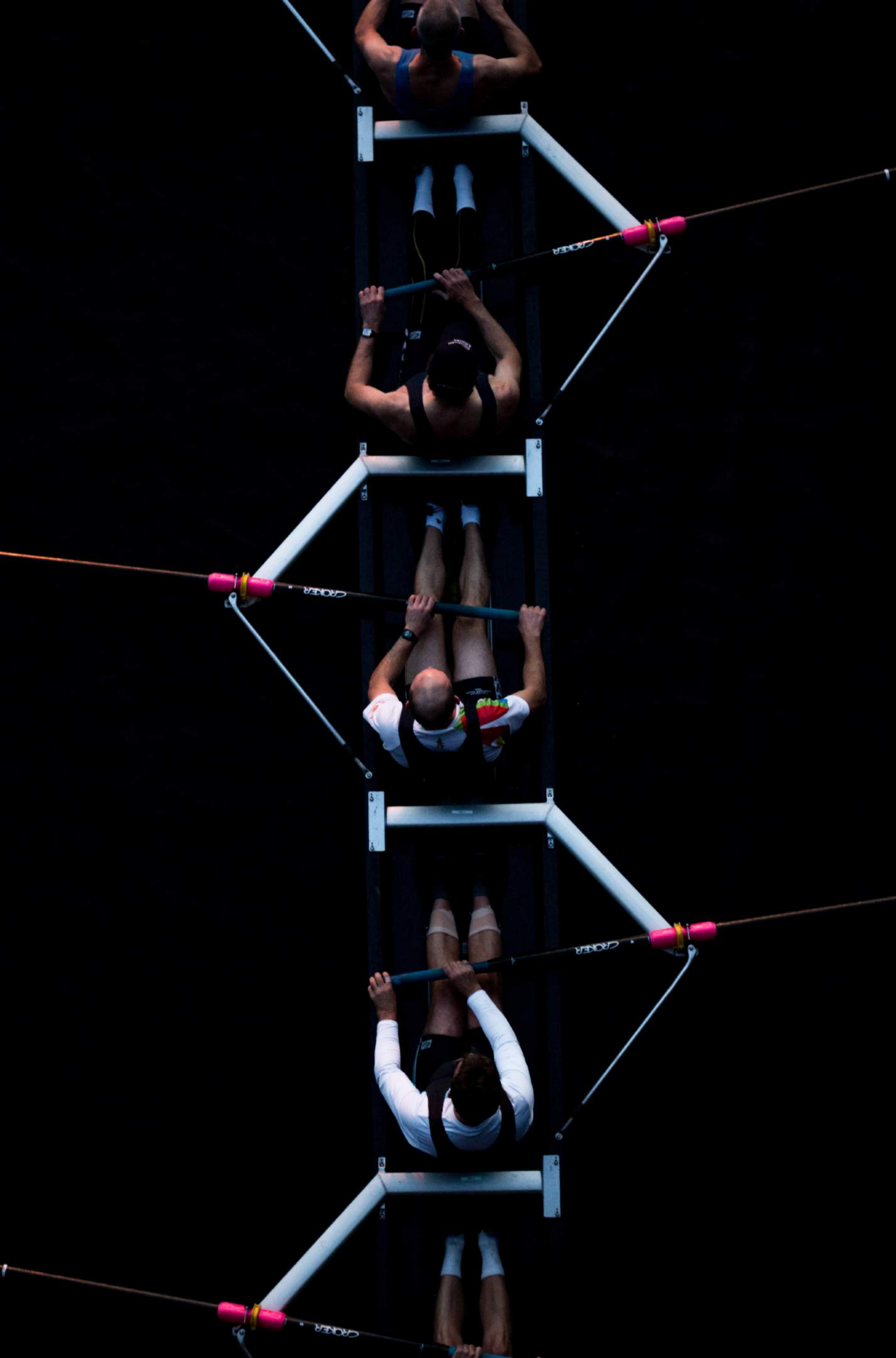


**COMMERCIAL PERFORMANCE**

**EMPLOYEE DEVELOPMENT**

*Activate the latent capacity of your organization to attain world-class performance.*





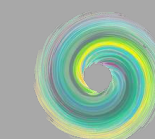
## We design world class organizational cultures


Decades of experience have taught us to treat organizational culture as a social asset. This is why our discipline is communal by design.

Our practice works by aligning strategy and culture. So they can co-arise and reinforce each other for exceptional and lasting commercial benefit.<sup>[1]</sup>

[1]:Based on insights from our strategic partners at *Helix Group LLC* and its founder Kaz Gozdz.

*Major shifts in business direction require coordinated social action. The entire organization needs to respond in unison and with collective intelligence.*



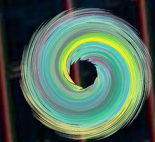


**Deliberately Developmental Learning Organizations**  
use the pursuit of excellent financial returns as the  
curriculum for the growth of their workforce

# SPECTRUM OF DDLOs

<i>Uncommitted</i>	<i>Typical Approach</i>	<i>Practice Driven DDLO</i>	<i>Business Driven DDLO</i>	<i>Environment Driven DDLO</i>
Reactive for a few	Some at Special Times	Everyone, every day, learning together at work		
Episodic Workshops & Programs	Discrete Initiatives	Integrated set of practices shape developmental context	Enterprise challenges and strategies shape the developmental context	Challenges of the embedded environment and strategies shape the developmental context
No formal process in place	High Potentials, Continued Improvement Programs, Sporadic Coaching, Leadership Development	Learn how to develop self, others, and organization overall	Authentic community building and learning	

*We are strategic architects for Deliberately Developmental Learning Organizations.*





# We scale human development

While individual development is important, the greatest catalyst (or impediment) to human growth is the maturity level of the institutions they belong to.

Most organizations are built on social constructs (teams, communities, organizations) which are not primed for large scale human development.

To allow those social entities (and their people) to grow, we need to provide the necessary support infrastructure.

## We call this “Frame”.

It is the structure that holds, shapes, and governs the progress of development. We like to think of it as the “scaffold” that supports growth—at an individual, communal, and enterprise level.

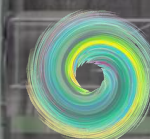
Raising this infrastructure is what activates development at scale. It forms the support system that holds all daily developmental practices that are at the heart of a Deliberately Developmental Learning Organization (DDLO).

Organizations that adopt this discipline will evolve into learning communities and knowledge-creating communities. This cultural renewal allows them to survive and thrive in times of change, uncertainty and opportunity.

This process taps into the latent potential that is present in all organizations.



# FRAME

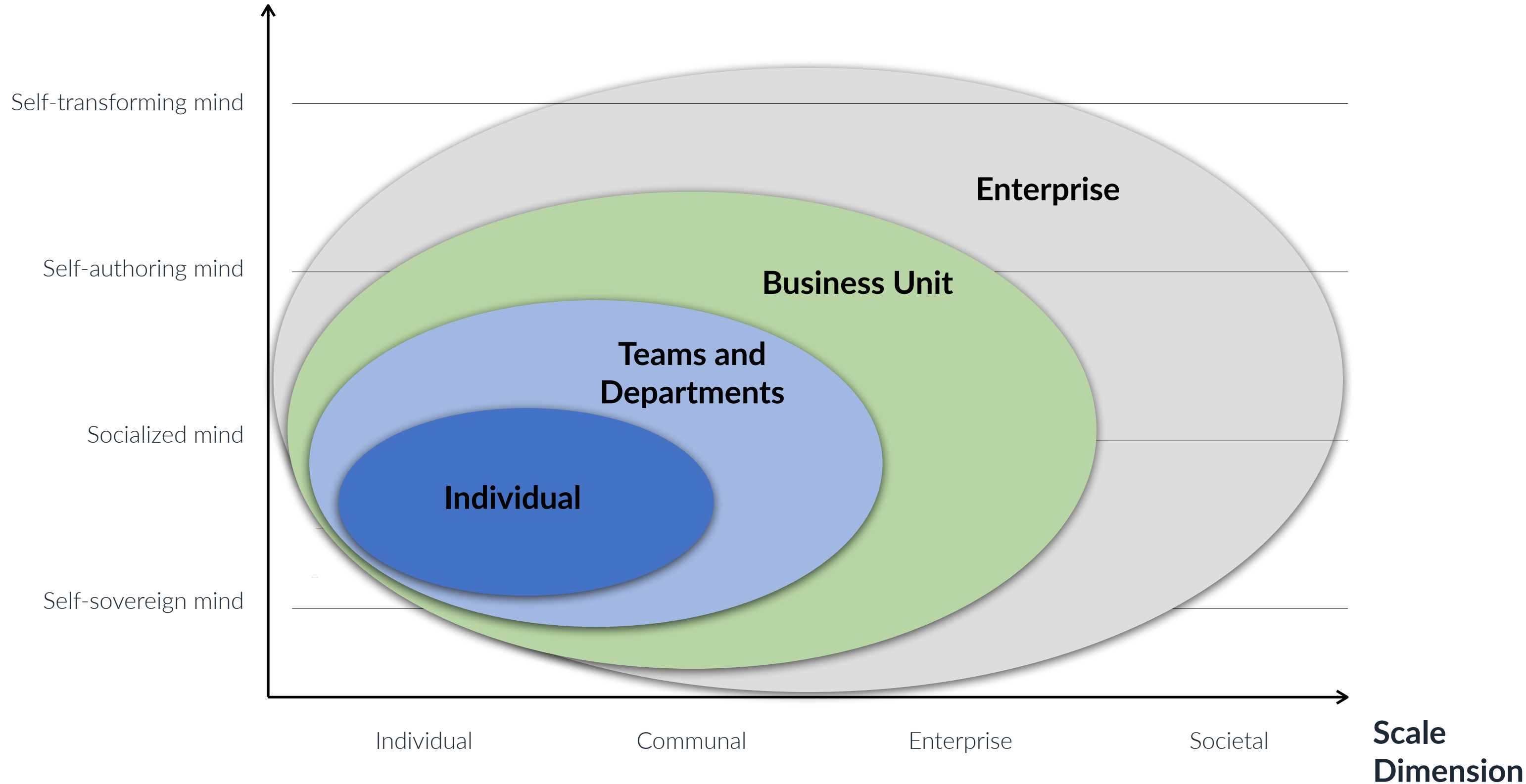


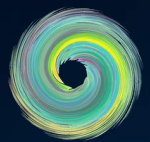
# Our Framework

Our organizational renewal framework comprises eight non-sequential phases. We spiral through these steps, achieving an ever deepening understanding and maturation.

- I. Establish a Business Case that Inspires Excellence**  
What is the essence of your company and what is the community trying to create?
- II. Conduct Assessment and Field Setting Process and cultural change.**  
Define the essence of the company. Build a “social field” that sets the intent for the large-scale change.
- III. Clarify the Enterprise Operating Philosophy**  
Establish the system for systematic employee development (“scaffolding development”).
- IV. Build Capacity**  
“Line leaders teach.” Help leaders become educators. Scale development.
- V. Align Strategy and Culture Renewal**  
Build seamless, inclusive communities that support the exchange and multiplication of knowledge
- VI. Enterprise Redesign and Global Alignment**  
Redesign governance processes, organizational structures and global systems to enable knowledge creation and community contribution.
- VII. Knowledge Creation at Scale – Innovative Growth Platforms**  
Introduction to the principles of generative discovery. Teach business units to cultivate and lead knowledge-creating communities.
- VIII. Dual Bottom Line Performance Management**  
Performance management is the generative center of community formation. Establish performance metrics committed to both human development and financial performance.

## Developmental Stage Dimension



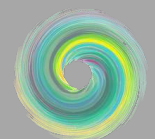
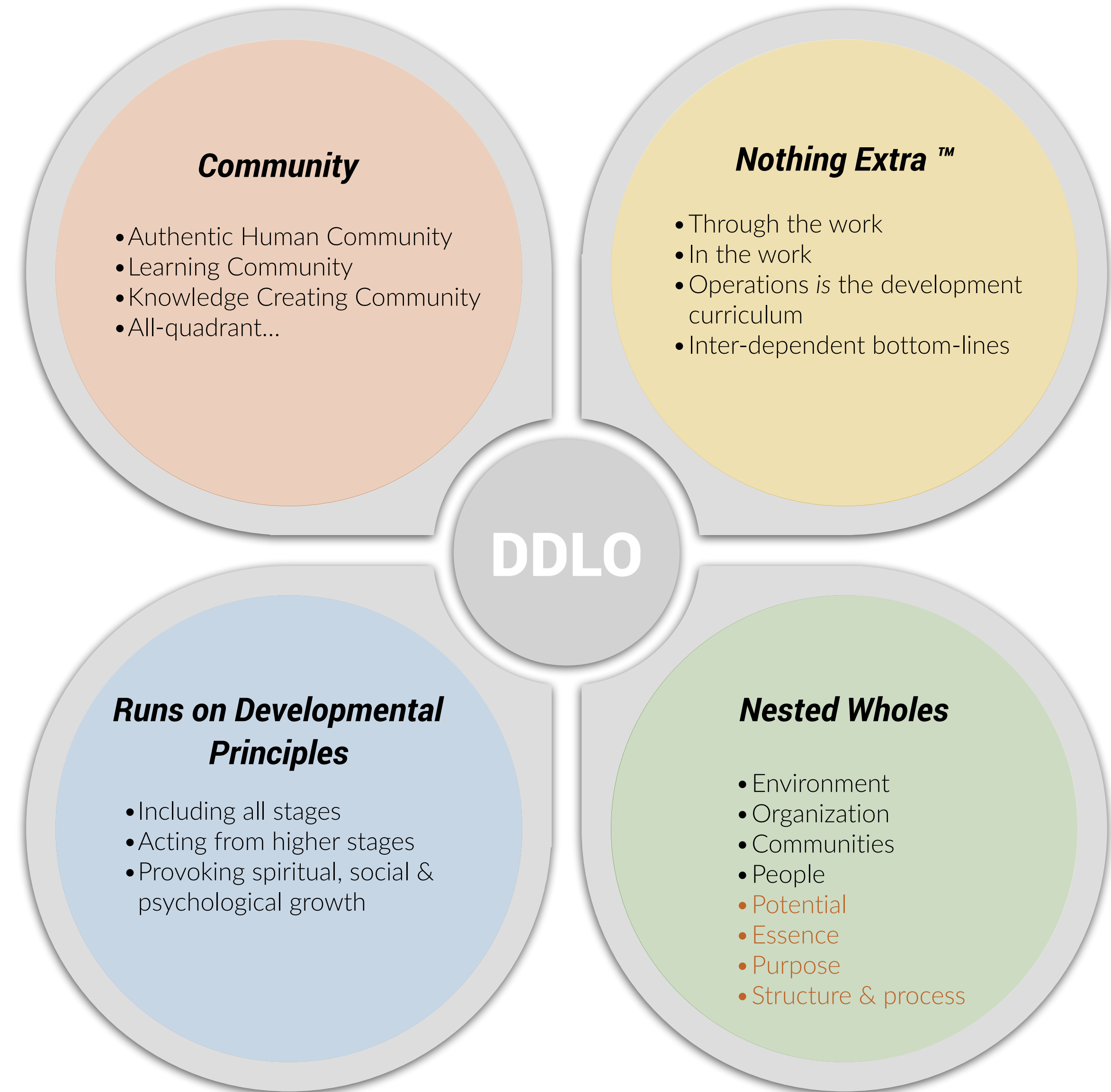
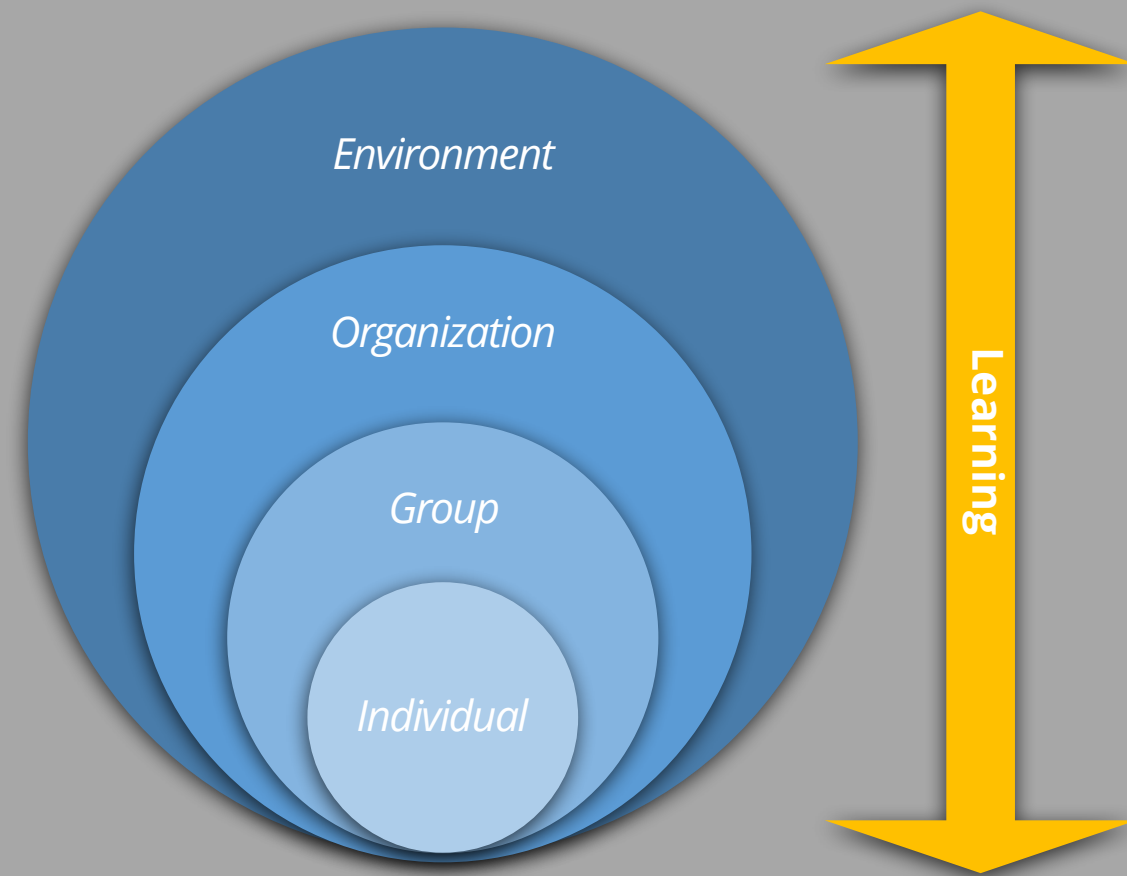


*We teach business units to cultivate and lead  
knowledge-creating communities.*



## We help organizations advance to higher stages of development.

We help organizational communities create their future rather than react to it. We treat financial performance and human development as inseparable drivers of growth.



EnPro grew their business from \$850 million to **\$1.4 billion** through organic growth and over 30 acquisitions. They went from \$97 million in 2009 to \$208 million of EBITDA in 2014 and initiated a regular quarterly dividend.

EnPro Industries provides engineered industrial products for critical applications in a wide range of industries.

**EnPro**  
Industries

Forbes named *ArcLight Hollywood*, one of the 10 best movie theaters in the United States.

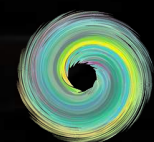
ArcLight's revenues grew 72% in four years—from \$47 million in 2009 to \$81 million in 2013. Pacific and ArcLight combined have the highest gross per screen in North America.

Retail Traffic magazine recognized *Robertson Properties* as one of the 100 largest shopping center owners and managers in the United States.<sup>[1]</sup>

# THE DECURION CORPORATION

Through its subsidiaries, *Decurion* owns and operates motion picture theaters and owns, develops, and manages real estate.

[1]: Robert Kegan, Lisa Lahey, Andy Fleming, and Matthew Miller, *Making Business Personal*, HBR, April 2014



# THE TEAM

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## KAZIMIERZ GOZDZ

PRINCIPAL AT HELIX GROUP, LLC

Kazimierz “Kaz” Gozdz is the principle at Helix Group LLC, an organizational development company based in Alamo, California. Kaz worked with The Decurion Corporation for a decade as the architect of their transformation into a developmental learning organization. He helped develop the Generon International Practice Model, and is a founding member of the Society for Organizational Learning (SoL).



## DOMINIC MILES

PRINCIPAL AT SEARCHING FOR LEADERSHIP

Dominic is a developmental coach certified in the ITC coaching process, and an expert in developmental psychology. He led large-scale business transformation projects as a strategic consultant at Roland Berger, and has served as a business leader in diverse cultural settings around the globe. Dominic is driven by a passion for human growth and development, bringing this unique perspective to his practice. He is interested in the development and design of the “21st century organization”. One that fosters human growth, environmental and social responsibility, and economic performance.



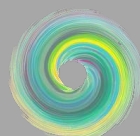
## BERNHARD HILMARSEN

PRINCIPAL AT SEARCHING FOR LEADERSHIP

Bernhard has a long experience in the Energy and Consulting business. He is Norwegian with an established international career. In 2005 he decided to follow his passion for leadership development. He has since gained a deep expertise in this area. He brings a personal warmth to his practice, together with deep experience and wisdom gained over a long career.

## Our Essence and Purpose

*We share a belief that all human beings have a potential to become much more than we are today. We can shape our lives to something better and we can improve the lives of others. We can improve the companies we work in and we can develop with them. Prosperous companies and thriving people are inseparable domains. Pursuing these possibilities is a choice each of us can make. We have seen the impact when people make conscious choices to develop themselves and we have seen what happens when this opportunity slips away. We want to dedicate our time on this planet to work with people and organizations to create a better future for themselves and the communities in which they live.*





## Contact us

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