

Organizational Skills Associates, LLC

Helping Build Performance Excellence

Firm Capabilities

Organizational Skills Associates (OSA) is an organizational development and strategic consulting firm with over 20 years of experience in providing results-based outcomes for clients. We promote data-driven decision making as an alternative to hunches or anecdotes, and offer customized design and delivery of services. Recent clients include the ADRC of Central Wisconsin, Bureau of Aging Disability Resources, Department of Workforce Development, and Northern Area Agency on Aging. In addition, we have facilitated retreats for the Governor's Commission on People with Disabilities and worked with DVR to improve services for consumers across Wisconsin.

As a preferred supplier for the State of Wisconsin for many years, we have developed a thorough understanding of government cultures and structures. This allows us to help clients decide on and complete realistic, doable projects. We have conducted staff and stakeholder surveys, developed senior management and project work teams, and provided training in leadership, team building, conflict management, performance management, and organizational change for a variety of agencies and departments. Given our experience and track record of success, we are approved by the State of Wisconsin to provide assistance to local planning groups who are working to establish an ADRC in their area.

OSA Services

- Lead identified planning groups through a systematic process resulting in successful approval of contract to begin operation of an ADRC in a given service area.
- Technical assistance to facilitate a smooth transition of staff and services to the new service delivery model
- Coordination with strategic partners involved in Long Term Care Reform to ensure alignment of planning efforts
- Engagement of consumers in the planning process to strengthen understanding and accountability of planners regarding the needs of seniors and people with disabilities



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Firm Partners

Bob Morris

Bob is founder and president of Organizational Skills Associates, LLC (OSA). He has led large scale interventions in a variety of business sectors over the last 20 years, including setting strategic direction for new businesses, services, and programs, redefining mission, and developing leadership teams. Bob is one of the founding faculty of the City of Madison Supervisor Academy as well as co-creator of the OSA Leadership Academy. His areas of expertise include strategic planning, leadership development, team building, performance management, and organizational design.

Bob was member of the faculty at UW-Whitewater in Management Communication. He also has been an adjunct faculty member for the Organizational Development Program at DePaul University as well as an instructor in leadership, team development, and problem solving for the UW Graduate School of Business Executive Education Program. In addition, he served three years as a Senior Examiner for the Forward Award for Performance Excellence and has presented at the Center for Creative Leadership in Colorado Springs.

Buck Rhyme

Richard “Buck” Rhyme is a senior partner with Organization Skills Associates. He uses his experience as a former CEO and community leader to provide a unique leadership perspective in his work with both private and public sector clients. His areas of expertise include strategic facilitation, leadership development, strategic planning, team building, and executive coaching.

Prior to joining Organizational Skills Associates, Buck was the CEO for CAP Inc., a human services agency. Recognized by *Corporate Report Wisconsin* as a Star Stream leader in 1999 for his leadership skills, Buck used strategic planning, market research, and investments in technology as the key drivers to grow agency revenues by over 1200% during his 17-year tenure. In 2001, he received a Distinguished Service Award from Dane County Human Services for his dedication and leadership in providing innovative services to children, youth and families in Dane County.

Buck holds undergraduate and graduate degrees from the University of Wisconsin-Madison. He is a co-creator of the OSA Leadership Academy and currently serves as an adjunct faculty member at UW Graduate School of Business Executive Education Program.

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