



Bill Zybach has created, merged, restructured, and aligned organizations in the public and private sectors utilizing high engagement methods that accelerate change, reduce costs and increase desired outcomes. His strengths are in diagnosis, assessment, strategy, change, engagement, reengineering and automation, as well as lean/agile and adaptive business methods. He works at all levels of the organization, including unions, customers and stakeholders to increase desired and workable outcomes, and to assure ownership and accountability.

As a board member of the Organization Design Forum, Bill's focus is on matching design methods and change approaches to fit an organization's culture. Through crowd sourcing with the organization design community, as well as collaboration with his business partners Rich Thayer and Monique Carnino, he has developed the Four Landscapes of Work - which helps practitioners more effectively meet their clients where they are and design more impactful interventions. His practice is influenced by six years of post-graduate organization psychology training from the world-renowned Gestalt Institute of Cleveland.