



Cassie A. Solomon
President, The New Group Consulting, Inc.

Cassie is a highly experienced organizational development consultant and executive coach. She is the founder and president of The New Group Consulting, a firm dedicated to helping leaders design and implement successful change. Her book, *Leading Successful Change: 8 Keys to Making Change Work*, co-authored with Greg Shea, was published in February 2013 by Wharton Digital Press.

Prior to founding The New Group, Cassie was a senior consultant at CFAR, a Philadelphia-based consulting firm that originated at the Wharton School of Business. There she served Fortune 500 and large mission-driven clients and led the firm's Health Care Systems practice. In 2007, Cassie established The New Group Consulting to focus on helping leaders transform their organizations. Cassie is an internationally recognized expert on the RACI project management tool, and has used RACI to improve the performance of cross-functional teams world-wide.

She blogs about accountability, decision-making and leading successful change at www.RACISolutions.com.

Consulting Skills

Organizational change and system redesign:

Cassie is an expert in applying systems thinking to support large-scale organizational change. She works with clients to engage clinical leaders in designing radically different ways of delivering care and working together in effective cross-functional and inter-professional teams.

Meeting design and facilitation:

Cassie has extensive experience designing and facilitating planning meetings, retreats and off-sites with participants ranging from 6 to 350. These events have focused on strategic planning, culture change, and the implementation of new initiatives.

Horizontal leadership skills for leaders in complex organizations:

Senior leaders need the ability to work across organizational boundaries in order to be successful. Cassie works with her global clients to enhance accountability and improve decision making practices, facilitating complex stakeholder negotiations. This tool is particularly well suited to complex, matrix organizations where lines of accountability and authority can be complex and ambiguous.

Industry Experience and Clients

Health Care

- Christiana Care Health System
- Penn Medicine
- Children's Hospital of Philadelphia
- Lehigh Valley Hospital & Health System

Life Sciences/ Entrepreneurial

- Bayer Pharmaceuticals
- DiaDexus
- Idexx Pharmaceuticals
- Relypsa Pharmaceuticals

Manufacturing

- Husky Manufacturing
- Oryx/GTL
- TMK/IPSCO

Mission Driven

- Hewlett Foundation
- Lehigh University School of Business
- University of Pennsylvania Leonard Davis Institute
- McNulty Leadership Program at the Wharton School of Business
- Children's Arthritis and Rheumatology Research Alliance (CARRA)
- Conference of State Bank Supervisors

Professional Services

- KSS Associates (architecture)
- NERA Economic Consulting

Teaching

The Wharton School Aresty Institute, 2008-2018, "Leading Organizational Change"

The Wharton School Aresty Institute, 2001-2004, Executive Development Program, "Leadership Workshop"

The Wharton School Aresty Institute, 1993-1995 "Negotiating Effective Working Alliances: Role Negotiation and Responsibility Charting/RACI."

University of Pennsylvania Leonard Davis Institute, 1993-1995, "How to Reorganize Under Conditions of Uncertainty." For J&J-Wharton Fellows Program

Education

MBA The Wharton School, in Operations Management
B.S. Yale University, in Organizational Behavior