

## HEATHER HYDE

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MA, CPA, CPT AND FOUNDER OF THIRD RIVER

Heather Hyde acts as a trusted advisor to ThirdRiver clients who are engaged in strategy execution and leadership development initiatives. Heather's expertise is in fostering high performance teams to produce exceptional outcomes. She is currently involved in facilitating project teams focused on diverse organizational issues, such as performance management and new product development.



Heather provides strategy and organizational advisory services to organizations for whom execution of strategy is critical and that have identified the need to rigorously manage performance. Her approach applies the techniques of human performance improvement to the design of learning experiences for high-performance leadership teams. Her goal is to work with teams that outperform their peers, and whose members become highly committed and capable of positive business impact.

Heather facilitates the Greater Goal Process™ using Venture Teams™, including goal based coaching for leader development. She draws on a background in performance measurement and management that begins with understanding how the company creates value, and then integrating financial and operational measures. She assists in creating a “balanced scorecard” for organizations that must focus on a strategy highly dependent on knowledge workers. She works with management to create ownership at the individual level of measures that are relevant, transparent, and uniform.

Following graduate work in Human Performance Technology at the University of Michigan, Heather applied standards for integrating improvements for individuals, process, management policy, and work environment based on rigorous root cause analysis and system review. As a member of the International Society for Performance Improvement, Heather presented with colleagues on Appreciative Inquiry to the organization's national conference and has earned the Human Performance Technologist designation from ASTD.

Previously a consultant with a leading firm in turnaround and crisis management, Heather developed solutions for companies in circumstances ranging from challenged to troubled. As a Certified Public Accountant, Certified Insolvency and Reorganization Advisor, and member of the Turnaround Management Association, Heather was active for over fifteen years in strategic development, operational analysis and improvement planning, and provided interim financial management for client organizations.

Heather Hyde can be reached by phone at (866) 737-8268

and at [Success@3rd-River.com](mailto:Success@3rd-River.com)