

For Immediate Release

Former “Big Five” Consultants Announce Formation of People & Performance Solutions

Chicago, IL – November 7, 2005 - People & Performance Solutions is proud to announce the formation of a change management consulting company.

Tim Rice and Dennis Dawson, former “Big Five” consultants are the founding partners of People & Performance Solutions. The company was formed to offer change management services that include stakeholder management, communication, learning, organization design and transition. These services will prepare people to manage change while sustaining performance.

“People & Performance Solutions was created to fill a gap in the change management services marketplace,” said Rice. “Our goal is to analyze the impact of change from all perspectives in order to develop a comprehensive measurable solution that will prepare all levels of an organization to adapt their behavior and achieve business benefits.”

“Organizations worldwide are looking for a change management methodology that will deliver a practical, proven and measurable change management solution that is flexible enough to be customized for any business situation,” said Dawson. “We are looking to develop collaborative partnerships with organizations that emphasize a transfer of knowledge and experience to ensure that their people are prepared to manage change.”

People & Performance Solutions consultants have practical “Big Five” business transformation experience and are experts in the field with skills in all phases of change management; Analyze, Design, Deploy and Assess. People & Performance Solutions will offer the following services:

Change Management - A proven change management methodology that will prepare impacted stakeholders to be aware of change initiatives, understand how this will affect them, transfer the necessary knowledge and skills to enable them to succeed and improve their performance.

Learning Services – A training methodology that takes a holistic approach by analyzing an organization’s business objectives, business processes, current learning technologies and employees to ensure that the learning strategy is integrated, executed and in alignment with an organization’s business goals.

Organization Design & Transition Services – A comprehensive organizational design and transition approach that ensures an organization’s structure, roles, responsibilities, performance measures and communication mechanisms are aligned with their business solution. As well as that the people within the redesigned organization are transitioned effectively so that their business achieves the desired business benefits faster and more efficiently.

About People & Performance Solutions

People & Performance Solutions is the partner of choice for preparing people to manage change. With years of change management expertise in complete life-cycle project management and implementation, People & Performance Solutions is enabling companies worldwide to unlock the potential of their people and expediently achieve benefits. People & Performance Solutions has offices in Chicago, Illinois and Miami, Florida.

For more information on People & Performance Solutions Change Management Program, including our Learning Services and Organization Design & Transition Services, visit our web site at www.people-performancesolutions.com.

Media Contact:

Patricia Kaufman

(847) 340-9075

pkaufman@people-performancesolutions.com

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