



MaxSynergy

CONSULTING, LLC

AN ORGANIZATIONAL DEVELOPMENT COMPANY

IMPROVING PERFORMANCE FROM WITHIN

Welcome to MaxSynergy Consulting

DOES YOUR ORGANIZATION EXPERIENCE THE FOLLOWING CHALLENGES?

High employee turnover	Lack of teamwork and cooperation
Competing resources	Lack of accountability
Misalignment	Ineffective communication
Resistance to change	Lack of focus and direction
Mistrust	Poor conflict resolution

*If your organization is experiencing any of these, **MaxSynergy Consulting** can help your organization create a healthy, effective culture to reach the highest level of business success.*

Why we do it

At **MaxSynergy Consulting**, we are passionate about our industry. We are an organizational development company specializing in the **biotechnology** sector.

With over 22 years of biotechnology industry experience, we have lived it; we understand the need to have a focused, synergistic workforce to successfully tackle scientific and technical challenges. MaxSynergy Consulting believes in providing practical solutions through immersion within your organization to help you build the foundation of a healthy and effective culture.

The company was founded based on our ability to identify and address specific organizational challenges that arise as biotechnology companies transition from start-up through development and commercialization.

We believe that effective and healthy culture requires **aligned leadership, clarity of goals and roles, trusting and collaborative teams** and **accountability at all levels** of the organization.

How we do it

We deliver a tailored, strategic approach to effectively develop a culture that allows team members to grow and embrace change while avoiding significant disruption.

Our approach is hands-on. Through immersion into your organization, we will coach executive leaders and management in strategic planning, organizational alignment and cultural improvement to create a high performance organization/environment.

We will also partner with your CEO and leadership team to focus the vision for culture and organizational change initiatives that address corporate goals and strategies. We provide a range of consultation services that include organizational strategy, coaching and mentoring.

What we do

OUR PROCESS

ASSESS	Identify root causes and performance gaps throughout the organization.
IMMERSE	Observe your organization at all levels.
DEVELOP	Create tailored action plans and tools to address issues.
IMPLEMENT	Provide action plans and tools for appropriate intervention and enhanced training and communication.
MAINTAIN	Continue input, as needed, for sustained performance.

*We are focused on clear and **honest communication** by employing **trusted approaches to solve problems** and **align teams** for success.*

Our Vision

MaxSynergy Consulting believes all biotechnology companies can improve their organization in ways that can increase success at every stage of development. Toward this vision, we are dedicated to help you establish a healthy working culture that is positive, synergistic and most importantly, effective.

WE OFFER	
Individual, team and organizational assessment	Organizational design and culture development
Leadership development	Strategic planning
Team development	Mentoring
Coaching	Performance management

Contact MaxSynergy Consulting today
Start your organization down the path of integrated organizational success.

Testimonials

"Noushin is unique in the field of organizational development. She combines her vast technical experience and understanding of biotech organizations with her mentoring and personal development skills to help build teamwork and synergy at all levels of the organization, the foundation of a successful company."

Ronnda Bartel, Ph.D.

FORMER CSO AASTROM BIOSCIENCES

"She is a leader with amazing intuition and insights. She helped coach and inspire our colleagues to reach higher levels of teamwork."

Tim M. Mayleben

PRESIDENT & CEO
ESPERION THERAPEUTICS INC.

"Her ability to strategize, willingness to listen, to mentor and to advise, coupled with her life experiences, gives Noushin the skills to effectively motivate people and organizations to reach their goals."

Mohammad El-Kalay, Ph.D.

VP, PROCESS DEVELOPMENT, STEMCELLS, INC.

NOUSHIN DUNKELMAN

FOUNDER & PRESIDENT
MAXSYNERGY CONSULTING, LLC



As a seasoned biotechnology professional, Noushin's career spans 22 years in the industry. Initially, a bench scientist, Noushin has taken on roles of increasing responsibility, most recently holding executive management positions in a number of companies.

Noushin has guided biotechnology companies to organizational success with her extensive process

and product development skills, team building, leadership and strategic development acumen.

Noushin is adept at seeing potential in each individual. She has an innate ability to strategize and bring forth the unique qualities and capabilities of each person which has resulted in her success at building cohesive teams of various backgrounds, from executive to administrative.



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