The Silverene Group

people | strategy | culture

Aligning people, strategy and culture to optimize organizational performance.

The Silverene Group works at the intersection of people + strategy + culture to optimize organizational performance. We provide organization-wide strategies and programs that improve culture, workforce quality and operations in start-ups, mid-sized or mature organizations across the private, public and non-profit sectors. We believe in creating immediate value for our clients by providing practical advice, simple solutions and a deliberate and focused approach to managing the change.

Why people + strategy + culture?

Culture Alignment

Company culture is an important driver of long-term, sustainable success. High performing, successful organizations have well-managed cultures that align and support their business strategy.

Organizational Design

Organizational structures need to be more flexible, allow teams to innovate quickly, and encourage working more closely with their customers.

Maximizing the Employee Experience

Top performing organizations create a unique employee experience through compelling, creative and simple solutions.

"Shaara listened to our [human capital strategy] needs and where we wanted to go, providing strategic advice to take our association to the next level. Shaara brings a wealth of experience in organizational design and risk management, and she identified key areas for us to focus on. I am grateful for Shaara's counsel as her guidance has positioned us for future success."

– Ron Malachowski, President, Board of Directors, Arlington Soccer Association

Services We Offer

Culture Alignment

+ define your current culture and map out your desired culture.
+ align your culture to your business strategy
+ identify and assess culture of M&A targets
+ manage the change and communication around implementing a new culture
+ define and design "reinforcing practices" to ensure your culture permeates your organization

Organizational Design

+ design an effective organizational structure to meet your dynamic business needs
+ assess and align your team to team-based goals
+ optimize performance management and rewards
+ plan and develop a talent pipeline to deliver on your business strategy
+ advise your managers and leaders on best practice coaching and mentoring approaches

Maximizing the Employee Experience

+ assess and design a best practice employment value proposition
+ formulate an effective total rewards strategy
+ plan, manage, and/or facilitate your employee engagement measurement and action planning
+ design a strategic onboarding approach to immediately engage new employees
+ develop your leadership pipeline to support and facilitate an engaging experience

Shaara Roman
Managing Partner

Speaking Engagements

Shaara is a dynamic and engaging speaker who informs and advises her audience on the latest trends and client best practices in talent, culture, and HR transformation. Leaders come away with actionable insights which they can immediately apply in their organizations.

+ Multiple surveys of CEOs cite talent and culture as an organizational priority
+ 56% of the CEOs in Deloitte's 2016 study report that their companies are not ready for the leadership needs
+ 40% [of companies] say culture is the #1 problem in merger integration (Survey by Merril Data Site and Mergers & Acquisitions)

"Shaara has been extraordinary in helping us align our people and our strategy to the emerging needs of the corporate customers we are seeking. I give Shaara the highest recommendation for her professionalism, talent, and vision in helping other companies meet their business goals."

– Lynne Revo-Cohen, CEO, NewPoint

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