

PORTLAND BUSINESS JOURNAL

THE LIST

METRO-AREA MANAGEMENT CONSULTING FIRMS

RANKED BY THE NUMBER OF MANAGEMENT CONSULTANTS IN THE PORTLAND METRO AREA

Name / URL / prior rank	Address / phone	Metro consultants	Total consultants	Specialties	Top local executive(s)
1 Slalom ① slalom.com	805 S.W. Broadway #2500 Portland, OR 97205 503-552-9200	88	3,500	Business advisory services; strategy and operations; organizational effectiveness; customer experience; business intelligence; architecture and development; development and operations; advanced infrastructure	Kory Kimball
2 North Highland Worldwide Consulting ¹ northhighland.com	249 N.W. Park Ave. Portland, OR 97209 503-232-1416	60	1,300	Delivering unique value, relevant big ideas and strategic business capabilities; solving complex business problems in multiple industries through an integrated approach; specialty services including data/analytics and managed services	David Kelleher, Peter Lizotte, Scott Demorest, Chris Adamek
3 Resources Global Professionals ② rgp.com	601 S.W. 2nd Ave. #1540 Portland, OR 97204 503-552-2800	50	3,000	Finance and accounting; information management; governance; risk and compliance; human capital; legal and regulatory; corporate advisory and restructuring; strategic communications; supply chain management	Brad Denney
4 Jibe Consulting Inc. ③ jibeconsulting.com	5000 Meadows Rd. #300 Lake Oswego, OR 97035 503-274-0788	45	135	Exclusively Oracle; project management; business analysis; organizational change management; business and IT alignment strategy; lean enterprise process analysis and design	Shane Moncrieff
5 Point B Inc. ④ pointb.com	308 N.W. 11th Ave. #201 Portland, OR 97209 503-788-5000	44	567	Project and program leadership services; organizational effectiveness; operations and process improvement; business technology services; athletic and outdoor industry consulting; health care industry consulting	Dylan Moxness
6 Propeller propellerpdx.com	108 N.W. 9th Ave. #201 Portland, OR 97209 503-946-1505	43	43	Technology delivery leadership; business process optimization; organization effectiveness and alignment; consumer engagement; actionable strategy	Amy Weeden Jeff Foley
7 ICF International ⑤ icfi.com	615 S.W. Alder St. #200 Portland, OR 97205 503-525-6140	40	5,000	Natural resources management; restoration engineering; biometrics; renewable energy; National Environmental Policy Act; cultural resources; watershed restoration; air/noise	Chip McConaha
8 Strategic Solutions NW ssnwl.com	11200 S.W. Allen Blvd. #200 Beaverton, OR 97005 503-924-4434	33	33	Management and technology consulting; technology strategy; change management; acquisition-related transition services; business process and application outsourcing	Shilpa Karnik, Todd Rask, Brijesh Anand
9 Hitachi Consulting ⑥ hitachiconsulting.com	111 S.W. 5th Ave. #2730 Portland, OR 97204 503-382-2800	30	6,500	Global management consulting and IT services business	Susan Anderson, Michael Broberg
10 Ernst & Young LLP ⑦ ey.com	1120 N.W. Couch St. #425 Portland, OR 97209 503-414-7900	23	57,000	Financial accounting; business and IT risk; performance improvement; performance technology	Peter Doubleday
11 Evo ⑧ evosolutions.com	6800 S.W. 105th Ave. #206 Beaverton, OR 97008 503-946-6636	22	23	Management consulting and technology staffing; full suite of resource-management solutions including extension engineering teams, direct-placement resources, contract-to-hire and long-term contract talent provisioning	Tom Flynn, Kristin Brown
12 The Atum Group ⑨ a-tum.com	111 S.W. 5th Ave. #3150 Portland, OR 97204 503-490-1020	21	22	Management consulting services such as business transformation, program/project management, change management and process excellence in areas of IT, finance and accounting, supply chain, compliance and corporate strategy; new service line of cyber security	Jus Singh
13 Percipio Consulting Group Inc. ⑩ percipiogroup.com	2240 N. Interstate Ave. #210 Portland, OR 97227 503-281-4255	20	21	Operations improvement; risk and controls; technology integration	Tim Bergler
13 XPLANE ⑪ xplane.com	411 S.W. 6th Ave. Portland, OR 97204 503-548-4343	20	30	Vision and strategy planning; visual communication; process improvement; adoption and behavior change	Aric Wood
15 The Gunter Group ⑫ guntergroupconsulting.com	205 S.E. Spokane St. #300 Portland, OR 97202 971-202-5166	19	23	Project and program management; business and systems analysis; strategic planning and execution; IT solutions and strategy; organizational change leadership and transformation; executive coaching	Mike Gunter, Ashleigh Gunter
16 PeopleFirm LLC ⑬ peoplefirm.com	1314 N.W. Irving St. #214 Portland, OR 97209 503-954-1873	17	42	Change management; people strategy; talent management; organizational performance	M. Tamra Chandler
17 Bradson Consulting ⑭ bradsonconsulting.com	4380 S.W. Macadam Ave. #280 Portland, OR 97239 503-781-1011	15	50	Advisory, management consulting, strategic execution and leadership services in retail, software, high-tech, apparel, food/beverage, health care, government, insurance and banking	Jeff Bartlett
17 Virtual Information Executives ⑮ viellc.com	12639 N.W. Waker Dr. Portland, OR 97229 503-828-1248	15	15	Management consulting; CIO services; business/IT assessments and strategy; interim CIOs, supply chain optimization; ERP systems assessments, selection and implementation; large IT project management	Manoj Garg
19 Coraggio Group ⑯ coraggiogroup.com	2240 N. Interstate Ave. #300 Portland, OR 97227 503-493-1452	9	9	Strategic counsel and planning; change management; culture assessments; process improvement; leadership development; stakeholder engagement	Trever Cartwright
20 Robinson & Associates Consulting LLC ⑰ raconsult.com	7520 S.W. Belmont Dr. Beaverton, OR 97008 503-477-8773	8	12	Strategic, technical and business-process consulting services for health care organizations focused on improving care through the implementation and use of health information technology solutions	Carol Robinson
21 Custard Consulting ⑱ custardconsulting.com	4205 S.E. 117th Ln. Vancouver, WA 98683 360-852-8126	6	6	Organizational design; human resource analysis and compliance	Susan Custard
21 The Karsten Institute ⑲ karsteninstitute.com	16400 Stoltz Rd. Oregon City, OR 97045 503-360-5217	6	6	Leadership development	Ron Karsten
21 The Rede Group ⑳ redegroup.co	240 N. Broadway #201 Portland, OR 97227 503-764-9696	6	7	Strategic planning; public policy; policy research; economic research and planning; worksite wellness; media and communication planning; evaluation; market studies; political and market feasibility studies; focus groups	Jill Thompson
24 GRAYBOX ㉑ grayboxpdx.com	106 S.E. 11th Ave. Ste. A Portland, OR 97214 503-575-2485	2	2	Operations and process improvement; omni-channel commerce strategy; business technology services; business systems strategy and implementation; project and program leadership	Paul Weinert
24 Maven Solutions Group ㉒ mavensolutionsgroup.com	1435 S.E. 73rd Ave. Portland, OR 97215 503-209-9744	2	2	IT strategic planning and optimization; operational process improvement; interim C-suite and leadership coaching	Maggie Carter
24 Moementum Inc. ㉓ moementum.com	390 S.W. Columbia St. #120 Bend, OR 97702 541-382-0778	2	2	People-centered organization development; executive coaching; front-line leader development; board retreats; team building; mission and vision; strategic meetings; large-scale facilitation; experiential workshops; certified Daring Way facilitator	Jim Morris, Moe Carrick

► CLOSER LOOK

646

Combined number of metro-area consultants at the firms on The List.

77,350

Combined number of total consultants company-wide at the firms on The List.

623

Combined number of metro-area clients of the firms on The List.

HIGHEST REVENUE

Here are the firms on The List re-ranked by 2014 company-wide revenue:

Hitachi Consulting	\$659M
Resources Global Professionals	\$567M
PeopleFirm LLC	\$6.6M
Propeller	\$4M
Coraggio Group	\$2.5M

ABOUT THE LIST

Information was obtained from firm representatives through questionnaires and could not be independently verified by the Portland Business Journal. The metro area is defined as Clackamas, Multnomah and Washington counties in Oregon and Clark County, Washington. In case of ties, companies are listed alphabetically.

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THE ONLINE LIST

To see this and other lists online (often including more listings and information not shown in print) visit: www.bizjournals.com/portland/topic/lists.

¹ Formerly listed as ACME Business Consulting LLC., which was acquired in March.

PORTLAND BUSINESS JOURNAL

Faces of The List: Propeller's Amy Weeden on helping big companies adapt to change

BRANDON SAWYER
Portland Business Journal

Before co-founding Propeller in 2012, Amy Weeden spent the prior decade working locally for another prominent consulting firm, Acme Business Consulting and accounting powerhouse PwC in San Francisco.

She's passionate about growing her firm, but even more so about helping other businesses be successful, a pursuit that she says requires a certain amount of humility. She also stresses the importance – for herself and her colleagues – of having a life outside of work. In particular, she loves spending time outside with her family.

Here, she details what makes her firm different and how it transforms client businesses. Her comments have been edited for brevity and clarity.

Your firm likes to help “big act small.” Why? Obviously large Fortune 1000 companies have many advantages over small companies. They have deep pockets and access to credit, seasoned management teams and, most likely, loyal customers. But there's one advantage that they lack, which is adaptability. We've seen over the last decade that small digitally native firms are built from the ground up to thrive on disruption and instability. So we really believe that speed and adaptability will own the future, which is what we mean when we say that it's important for big companies to move fast and act small. And we think that organizations that put a high premium on these traits, no matter what their size or industry, will win. So our mission as a firm is to help those large organizations act with greater



Amy Weeden, Principal and Co-founder, Propeller

speed, responsiveness and control so that they can better capitalize on opportunities, react to threats and thrive in this disruptive business environment.

When you provide “change management” services, where do you typically find the most resistance in an organization and how do you overcome it? Resistance to change happens at all levels of an organization whether that's senior leadership to front-line employees. I find that the most inflexibility exists

within pockets of the organization that are furthest away from the understanding of why. You know, “Why are we doing this?” I really think people need to understand and believe in their own terms why an organization is changing direction or trying something new. When they don't understand that, that's where the resistance happens. There are so many tactics on how to do this successfully, and a singular activity or a one-size-fits-all (solution) for all of your stakehold-

ers rarely works. When we lead change initiatives, we not only stress the importance of making a very comprehensive case for change but we also emphasize that it's important to bring others along during the journey. It's not just about a communication plan. It's more than that. It's about bringing your stakeholders, your customers, and your employees along through the process, which is why change management is such a growing discipline within the consulting community.

There seems to be constant flux in your highly competitive industry. How do you foster teamwork and loyalty in your firm to retain top talent? Consulting firms are very personal work environments and a firm's culture either drives cohesion or turnover. Having worked in many different consulting firms throughout our career – my business partner Jeff (Foley) and I – we're very focused on creating a culture, which we consider amazing. What that means is we hire very talented people and commit to their success. That is through interesting work, training and coaching, formal education and development, recognition and a community of engaged colleagues. We have a very low attrition rate and have almost doubled our staff this year. And unlike other firms, we do not actively recruit talent from other consulting firms. We've certainly hired some folks that have come to our path, but it's not part of our strategy. We value diversity in all forms including diversity of background, so experience comes in many forms. We really believe it's the collection of our talent along with our strong culture that has fueled our growth.