



CLIENT
Oak Ridge

EQUIPPING CITY LEADERS FOR CHANGE

THE SITUATION

Oak Ridge, Tennessee is a city with national and historical importance. It is a national leader in scientific research and was heavily involved in the Manhattan Project during World War II. After the past twelve years at the helm of the Oak Ridge city officials staff, their city manager announced his retirement in June of 2023. With a new manager being sought for the city, the client sought to effectively prepare the remaining city officials for imminent change in management and shift their mindset and approaches for success.

OUR APPROACH

Thrivence conducted multiple interviews with the interim city leader and discovered the specific needs of the other department directors. After researching the city's history to better understand the implications and importance of the transition, Thrivence created and conducted a full-day, offsite retreat for 20 city officials. In addition, department directors were provided helpful customized guides to reference and apply for future transitions.

Value Delivered

- Increased client understanding of the common difficulties associated with change and the feared unknowns of new leadership
- Identified and shared key values and leader characteristics desired by current employees
- Developed a tangible onboarding plan for the new city manager, easing that important transition
- Produced practical and applicable change management guides as helpful reference tools



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American Council of Engineering
Companies Tennessee (ACEC-TN)

REVIVING LEADERSHIP DEVELOPMENT FOR A STATEWIDE ASSOCIATION

THE SITUATION

The American Council of Engineering Companies Tennessee (ACEC-TN) is a critical supporting voice for more than 140 engineering firms, employing more than 6,000 Tennesseans. A core part of its advocacy services is leadership development. The pandemic resulted in a detrimental reduction of the organization's volunteers who assist with this vital function. ACEC-TN turned to Thrivence and its leadership expertise to organize and help execute its first leadership cohort since COVID.

OUR APPROACH

Thrivence took advantage of the discontinuity from the pandemic to reassess the program with ACEC-TN leadership. The collaboration sought to revitalize the program that is instrumental for both public and private sector professionals. New topics were added and others refreshed based on what Thrivence was experiencing in the marketplace and what ACEC-TN knew to be relevant for its members. Thrivence also assisted with speakers, activities, and logistical enhancements.

Value Delivered

- Revived the association's leadership program and elevated ACEC-TN's membership perception of the value it offers
- Generated new executive relationships and strengthened existing ones by focusing on impactful topics and experiences that meet the needs of its members
- Produced a high attendance rate and an engaged cohort that restored ACEC-TN's pre-COVID momentum

CLIENT
Nashville Metro Water Services

DRIVING ECONOMIC GROWTH THROUGH CUSTOM TECHNOLOGY

THE SITUATION

Nashville's rapid growth generated in part from companies making this Tennessee city their new home resulted in the need to showcase Nashville's dramatic changes. City officials required a solution to technologically illustrate the evolving downtown skyline to prospective businesses looking to relocate there. The city asked Thrivence to apply its engineering and technology expertise to custom-build a dynamic new modeling system.

OUR APPROACH

Thrivence studied with city officials the need to use a robust technology that can not only produce a "wow" factor, but also be flexible to incorporate future structural modifications in the Nashville skyline. We then leveraged GIS (Geographic Information System) modeling software, architecture and engineering records, aerial visuals, and other resources to custom-develop a 3D model of downtown. We also designed a web-viewing capability for the city to share with prospective relocating businesses.

Value Delivered

- Provided an interactive visualization of downtown Nashville that aids the city in driving economic growth
- Reinforced the widespread perception of Nashville as being technologically advanced, especially in support of corporate vitality
- Delivered a custom solution that matches the specific needs of the city and that has long-term value through its easy-to-update capabilities