

**Consulting to For-Profit, Not-for-Profit, & Government Organizations**  
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	<b>For-Profit</b>	<b>Not-for-Profit</b>	<b>Government</b>
<b>Orientation</b>	Money, Quality of Product/Service & Customer Service	Mission with focus on money necessary to drive the mission	Adhering to structure that's been mandated by law, mission, spin
<b>Strengths</b>	Effective ones are ruthless with tasks and patient with people. Good ones with large budgets can create phenomenal work environments with perks and loads of growth & development opportunities. Benevolent ones with profit can serve humanity with their power and money.	Can be immensely satisfying to support a meaningful mission	Channels of collaboration and power distribution are built into the process.
<b>Liabilities</b>	Can have individual lack of accountability for having productive relationships based on mutual respect. (Ruthless with tasks and people.)	Can have lack of accountability for getting results. (Too patient with people, and too patient with tasks.)	Can have lack of accountability for results at organization level and individual level.
<b>Quirks</b>	Focus on money, position, power, results	Board management	Navigating the political network
<b>Openness to Change</b>	Medium to High	Medium	Low
<b>Consulting Challenge</b>	Hard to get fundamental solutions to stick in midst of rapid change.	Hard to motivate to make fundamental problems better. Few have access to The Board.	The resistance to change runs deep in profound and systemic ways. The power structure is layered, bureaucratic, and often motivated by fractured interests.