Vulpine Blue

Increasing employee retention by empowering performance

Replacing a knowledge worker can cost up to 3x their annual salary on top of untold headaches and production delays.

We help you retain your best employees by facilitating responsible empowerment and streamlining their work environment.

We provide a rising tide to lift all boats—employees are happy to be empowered, management is happy to have less need to closely monitor, and everyone is happy about not paying the exorbitant cost of finding, hiring, training, and incorporating new people.

The strategy behind our tactics

It's simple, really. Good employees will strive to reach their potential, but will leave when they feel held back. Frequently, the most challenging barriers to potential are subtle and institutional, so it takes a specialized third party to provide a space free of heirarchy and vested interest to surface, name, and remedy these barriers.

We facilitate the process of surfacing these unspoken barriers, developing systems to level them, and instituting safeguards and metrics to secure progress. Your employees will be empowered to be effective and independent, your management will be able to dedicate time to strategy instead of oversight, and you will save money by retaining your best people.

How we help in three stages

Analysis and Co-authored Design

Instead of blindly imposing whatever management fad is capturing today's headlines, we work with all of your stakeholders to co-design your systems from whole cloth, including interaction protocols, meaningful benchmarks, information management, and custom workflows.

In collaborative summits, we incorporate (1) information we surfaced through one-on-ones with your team and management with (2) our own diverse backgrounds to find the next evolution of your systems.

Activation

Without execution, great design is just theory.

Through office visits and participatory events, we facilitate systems integration and lay the groundwork for short-term improvements and long-term change.

Coaching

We use the stress test of reality to refine where your systems and people meet.

We coach stakeholders on the use, maintenance, and evaluation of your new systems.

Through including the insights of your people in the systems that guide their work, people will not only perform better, they will want to stick around.

Is anyone else like Vulpine Blue?

Nope. We combine principles from Silicon Valley startups, disaster response from both developed and developing nations, the practice of law, and Complex Systems Science.

For years, we have motivated the most challenging groups to lead & manage: volunteers in contexts of natural or man-made catastrophe where institutional support has been disabled and authority is either inept, untrusted, or both.

What clients say

"Willow brings different people together regardless of ability, nationality, and language to work together for a common goal whether in the concrete jungles of Birmingham, Dar Es Salaam, and all places in-between."

-Geospatial Innovations

Leads

Willow: The sociotechnical systems person. Willow creates, improves, and facilitates systems that empower communities in both slow and rapid humanitarian disasters. These are contexts where organizations are thrust together without resources, rapport, or infrastructure.

Seamus, JD , MBA: The business and systems person. Seamus has designed and executed strategy, internal operations, marketing campaigns, and dynamic business and financial models for organizations ranging from startups to multi-nationals.

What to do now

Email us at **mail@vulpine.blue** and say hi!

We'll schedule a time to meet or share a video-call to hear about your operations and challenges. We look forward to discovering how we can elevate your teams' collective performance.

A few organizations our team has worked with

UNITED NATIONS

NASA SPACE APPS CHALLENGE

Clover

WOMEN'S FUNDING NETWORK