

COMPANY OVERVIEW

Structure is the strategy.

Organizational effectiveness for organizations built to grow.

8 Strategies partners with founders, leadership teams, and growing organizations to build the structure, systems, and leadership alignment needed for sustainable growth. Most organizations do not struggle because of a lack of talent. They struggle because their infrastructure cannot support the demands of growth.

Founded by Ershla Johnson, an executive leader with more than 20 years of experience leading organizational growth, operational transformation, and client strategy, 8 Strategies brings a practical, executive-level perspective to organizational design, operations architecture, and change management. Our work helps organizations strengthen execution, navigate complexity, and build the foundation for long-term success.

20+

Years of Organizational Transformation Expertise

3

Core practice areas

100%

Industry-agnostic methodology

WHAT WE DO

Three practice areas. One integrated approach.

Organizational Design

- Role clarity & accountability structures
- Decision-rights frameworks
- Org chart design & restructuring
- Hiring roadmaps & people planning

Operations Architecture

- End-to-end workflow design
- Standard operating procedures
- Operating cadence & meeting rhythms
- KPI frameworks & performance dashboards

Change Management & Scaling

- Transition planning & stakeholder alignment
- Culture & communication strategy
- Growth infrastructure design
- Leadership team alignment

Engagement Models

- Strategy Advisory
- Organizational Assessments
- Transformation Initiatives
- Custom Engagements

WHO WE PARTNER WITH

- Startups building the infrastructure for sustainable growth
- Growing small and mid-sized organizations
- Leadership teams navigating change and transformation
- Businesses ready to strengthen organizational effectiveness and execution

Let's build the structure your strategy deserves.

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