



COMPANY OVERVIEW

Structure is the strategy.

Navigating growth with confidence.

Most organizations do not struggle because of a lack of talent. They struggle because their infrastructure cannot support the demands of growth. The same principle applies to individuals navigating career transitions. At Eight Strategies, we believe growth should never come at the expense of the structure needed to sustain it. That's why we help organizations and individuals grow without outgrowing themselves.

Founded by Ershla Johnson, an executive advisor with 20+ years driving organizational growth and transformation, Eight Strategies brings a practical, executive-level lens to structure, strategy, and execution. We help clients build the foundation their next stage of growth requires.

20+

Years of Organizational Transformation Expertise

4

Core Practice Areas

100%

Industry-Agnostic Methodology

WHAT WE DO

Four practice areas. One integrated approach.

Organizational Design

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

Operating Model Design

- End-to-end workflow & value-delivery design
- Cross-functional governance structures
- Operating cadence & meeting rhythms
- Service delivery model design

Operational Excellence

- Standard operating procedures
- KPI frameworks & performance dashboards
- Process optimization & continuous improvement
- Quality & consistency controls

Change Management

- Transition planning & stakeholder alignment
- Culture & communication strategy
- Enterprise-wide change infrastructure
- Leadership team alignment

ENGAGEMENT MODELS

Strategy Advisory • Organizational Assessments • Transformation Initiatives • Fractional Leadership
Career Strategy Advisory • Custom Engagements

WHO WE PARTNER WITH

- Startups building the infrastructure for sustainable growth
- Growing small and mid-sized organizations
- Organizations navigating growth, change, or operational complexity
- Executive teams seeking greater alignment and execution
- Individuals pursuing career strategy and professional growth

Let's build the structure your strategy deserves.

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