



**PHILIP BRISTOL**  
FOUNDER & MANAGING PRINCIPAL

# PHIL BRISTOL

A Dynamic Leader Accelerating Organizational Performance with Projectivity Solutions

While treading on the journey dedicated to picking out the most inspiring corporate leaders, The Inc Magazine came across an opportunity to share the inspiring story of Mr. Phil Bristol, Founder & Managing Principal, Projectivity Solutions, one of the glorious gems shining in the global business world.

Phil Bristol – The man who is empowering businesses in their growth with his brainchild, Projectivity Solutions, Inc. – an integrated service provider that increases business value by identifying and eliminating the unseen obstacles that adversely

impact employee satisfaction and productivity. His experience spans over 35 years, focusing on leadership, project management, and the information technology (IT) industry. As a former Airborne-Ranger, Phil's leadership and project management knowledge contributed to the Non-Combatant Evacuation System implementation for the US Consulate and United Nations Command in Korea. Using his organizational development (OD) skills, Phil helped design and implement the US Army Senior Civil Servant and Officer management by objectives evaluation reporting system. He has successfully planned and implemented innovative

solutions for public and private sector clients with his expertise in strategic planning, project management, business process re-engineering, conflict transformation, and leadership development. Phil is a much sought-after speaker and presenter for professional organizations. His keynote presentations and workshops are highly praised by leaders nationally and internationally.

In academics, the Growth Curve Strategist is a graduate of Northern Colorado University with an MS in Operations Research System Analysis. He has also completed post-master courses from the University of Southern California.

### Projectivity Solutions, Facilitating Exceptional Leadership

When Projectivity Solutions was launched, the initial focus was custom home project management services. The focus shifted to IT projects for NUMMI, then computer systems design and development for Tandem Computers, Hewlett-Packard, Apple, Netscape, and Sun

Microsystems. The next evolution was semiconductor manufacturing systems projects for Silicon Valley Group, Varian Thin Films, and Applied Materials. This experience formed the basis for implementing Project and Program Management Offices for Varian Thin Films, Eddie Bauer, CTB McGraw-Hill, and Register.com.

In 2004 the company focus shifted to Small-Medium Businesses (SMB) and strategic planning using One Page Plan, Balanced Score Card, and other tools. The primary service orientation used planning processes for business owners and C-suite executives. During this time, Projectivity Solutions became an integrated solutions provider focusing on optimizing organizational performance and human potential.

Today, Projectivity Solutions, Inc. is an integrated service provider that increases business value by identifying and eliminating the unseen obstacles that adversely impact employee satisfaction and productivity. "They build people; they build relationships; they build high-performing trust-based cultures." Unlike other organizations, Projectivity Solutions uses over 130 years of science and research to objectively gather data by conducting targeted "X-Rays" focused on 1) business operations, 2) relationships, 3) financial performance, and 4) management mindset. "We diagnose root causes – collaboratively prescribe missing business elements, and predict future challenges created by organizational complexity." Projectivity Solutions programs address the missing business elements that facilitate exceptional

leadership, management, and enterprise performance. Projectivity Solutions program offerings are:

- Exceptional Leadership: Growing collaboration – Moving from CONTROL to INFLUENCE
- Exceptional Manager: Working ON the business, not working IN the business - Moving from DOING to CRITICAL THINKING
- Exceptional Enterprise: Focusing on essential business elements – Moving from REACTIVE to FOCUSED discernment
- Exceptional Management Mindset: Creating a Culture - Moving from ME to WE

### From the Founder's Desk

While in the military and each corporate experience, my mindset was engaged as if the organization was consulting. The team developed a business plan, identified customers, clarified our roles, and developed service delivery processes. Bristol & Associates became a reality when the challenge of being a corporate employee began to decrease. I thought I was ready. Little did I know what I did not understand what was truly needed for a business to thrive. Over the thirty years, the company has constantly evolved from project management contracting, Fortune 500 program management offices, strategic planning, and team building. In 2007, the focus became Small Mid-sized businesses (SMB) and multi-generational family-owned companies. The passion for helping independent business owners drives the Projectivity Solutions team to improve upon practical approaches

continuously, which help productivity, collaboration, and profitability.

### Mr. Bristol's Take on the Current Landscape of the Market

Projectivity Solution's marketplace focus is on organizational complexity, the number of full-time people employed, supply chain, and recruiting challenges. Small-Mid-sized Businesses need cost-effective, pragmatic solutions.

Further, the visionary appraised, "Many small-medium business owners start just like I did in 1990, full of passion and a vision of how to help. The owner's passion, quality service or product, and commanding presence kept profits flowing early. With more people and growing complexity, adjustments are necessary to avoid stagnation. Organizational research by James Fischer (2006), along with data from over 650 firms and their CEOs, provides verifiable insights into how companies from ten to 500 workers grow. Evidence shows that firms proceed through seven distinct stages of growth, which inherently exhibit separate and unique sets of rules for advancement at each stage of growth. Our Business X-Ray is an assessment set that evaluates these parameters and the eight hidden factors adversely impacting organizational performance and leadership effectiveness. This diagnostic approach gets to root causes quickly and helps identify 3-5 solutions that can immediately impact."

### Definition of Success

To multiple exceptional businesses



LEADERSHIP IS ALL ABOUT  
RELATIONSHIPS AND  
HONORING THE HUMANNESSE  
OF OTHERS; AN UNFLINCHING  
DRIVE TO OPTIMIZE THE FULL  
POTENTIAL OF EACH PERSON  
AND ORGANIZATION.

“THANKS FOR THIS  
OPPORTUNITY TO REFLECT ON  
MY BUSINESS JOURNEY. IN  
APRIL 1994, I WAS  
INTERVIEWED BY INC.  
MAGAZINE – FOOT LOOSE &  
WIRE-FREE – THE MOBILE  
OFFICE. THESE QUESTIONS  
HELPED ME STOP AND REFLECT  
ON THIS JOURNEY TO HELP  
BUSINESS OWNERS THRIVE.”

– *Phil*

globally while igniting passion  
within leaders so others will flourish.

**Mr. Phil Bristol's Inspiring  
Journey**

Eclectic. Military service was the  
source of leadership and  
perseverance, and pharmaceutical  
industry IT strategic systems added  
multi-cultural systemic skills.  
Business processes improvement  
taught the leader to define business  
requirements by simplifying,  
optimizing, and streamlining current  
methods before investing in new  
systems. Using Target Training  
Insights behavior and emotional  
intelligence assessments help to  
optimize personal and team potential,  
and the Arbinger institutes Outward

Mindset shifted his thinking from a  
ME-orientation to a WE-orientation.

**Future Roadmap & Phil 's Words  
of Wisdom**

Projectivity Solutions will develop  
Exceptional Leader and Exceptional  
Mindset programs for executives,  
managers, supervisors, and leads.  
Phil will mentor new advisors and  
coaches to deliver Projectivity  
Solutions people and organizational  
program delivery from a personal  
perspective.

Develop your capacity to become an  
exceptional leader by paying

attention to key areas: setting the  
company direction, being clear about  
work expectations, and respecting  
others.

