



Cambio
Consulting Group
www.cambiocg.com

Guiding **SUCCESS**
By
Leading **CHANGE**

Cambio means *Change*

Who

We are

Our

Value

Prop.

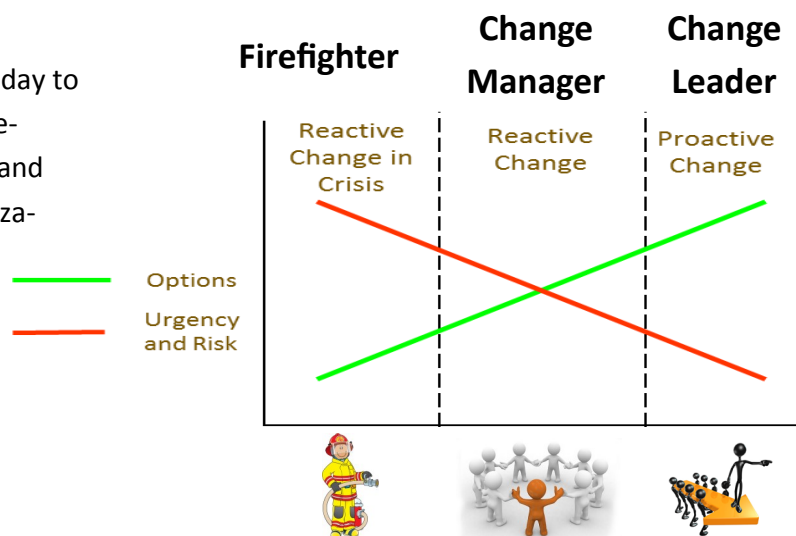
Many organizations today work day to day to simply put out the fires resulting from a failure to understand change. More successful organizations manage change, but in a reactive mode. Cambio (Latin for “change”) is focused on helping organizations of any size understand the value of a proactive approach to leading change as a means of delivering maximum stakeholder value.

What

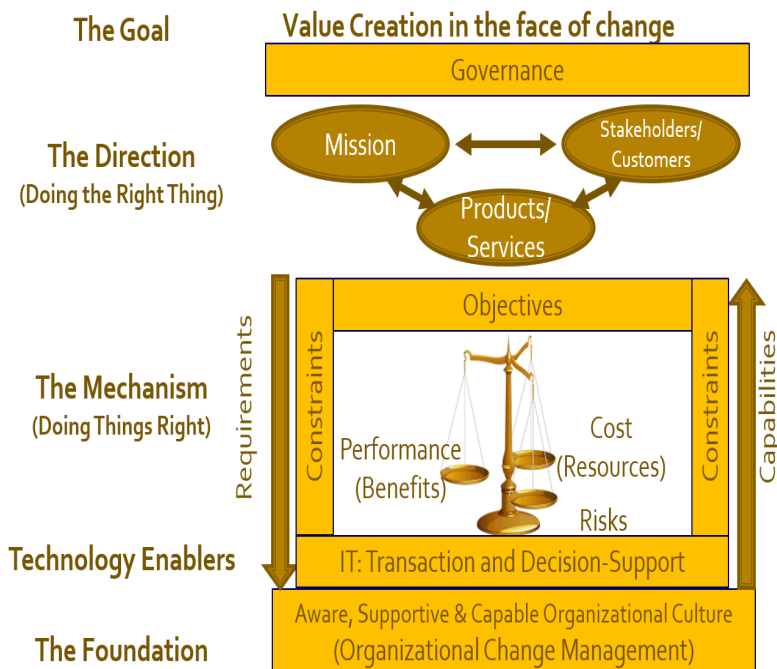
We Do

Cambio offers the methodology and proven experience to deliver on the promise of change leadership. We do so through the Cambio Business Value Reengineering model, which discretely links the critical roles of governance, organizational mission, stakeholder analysis, delivery of products and services, strategic planning, cost management, performance management, risk management, IT support systems, and organizational change management. Through this logical process, strategic intent is aligned with operational processes and decision making, and supported by a committed workforce and organizational culture. We welcome the opportunity to share our approach in detail with you.

Cambio Consulting was founded on the belief that all organizations ultimately seek a common goal—maximizing value to stakeholders. Yet as simple as that may sound, achieving the desired result is a universal challenge. What makes delivering value especially challenging is that it must be accomplished in the face of constant change. We believe that proactive change leadership is critical to long term success.



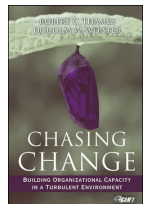
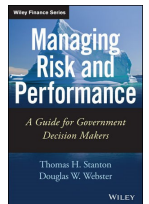
Business Value Reengineering





Dr. Doug Webster is the founder of Cambio Consulting Group. After serving a 21 year Air Force career, he has spent most of the past 20 years consulting to numerous federal, state and private sector organizations in the areas of cost/performance/risk management, strategic planning, and organizational change. He achieved the highest level of DoD program management certification and is a certified Program Management Professional (PMP). Other federal experience includes serving as the Principal Finance Advisor to the Iraq Ministry of Transportation with the DoD Coalition Provisional Authority, the Deputy Director of the DoD Business Transformation Agency, and the Chief Financial Officer of the US Dept. of Labor. He is currently a member of the National Science Foundation Business and Operations Advisory Committee. He holds a BS in Engineering, MS in Systems Management, and Doctorate in Business Administration. He also holds certification as a Certified Government Financial Manager (CGFM), Certified in the Governance of Enterprise IT (CGEIT), and Prosci Organizational Change Management. Selected relevant accomplishments include:

- **Strategic Planning**
 - Has served as adjunct professor teaching strategic planning; has lead strategic planning initiatives at Army Audit Agency, DoD Business Transformation Agency, and Dept. of Labor Office of the CFO
- **Performance Management**
 - Created and applied in industry the Corporate Performance Framework; co-authored the book *Activity Based Costing and Performance*
- **Cost Management**
 - Has led multiple Activity Based Costing (ABC) implementations at federal and state agencies; past adjunct professor in managerial accounting; wrote doctoral dissertation on cost management; co-authored first book on ABC for the federal government. His doctoral dissertation on activity-based costing (ABC), published in 1990, provided new insights into the value of ABC in strategic cost management and capital investment
- **Risk Management**
 - Led the initiative to establish the Annual Federal Enterprise Risk Management Summits in 2008; co-founded the Association for Federal Enterprise Risk Management (AFERM) in 2011; served as the first president of AFERM; frequent conference speaker on risk management; currently leading one of the first GRC implementations within the federal government; co-editor/author of *Managing Risk and Performance: A Guide for Government Decision Makers*, Wiley and Sons, 2014.
- **Organizational Change Management**
 - Co-author of the book *Chasing Change: Building Organizational Capacity in a Turbulent Environment*, Wiley and Sons, 2009
- **Governance**
 - Member, Board of Directors of: Pentagon Federal Credit Union (\$17B financial services), PenFed Foundation (501C3 charity), Association for Federal Enterprise Risk Management (501C3); Chairman of a board committee with oversight of a 2000 agent realty operation, past CFO of a US Federal agency with a budget exceeding \$54B.



Certifications

Cambio is both a Service Disabled Veteran Owned Small Business (SDVOSB) certified by the Dept. of Veterans Affairs, and is HUBZone certified by the Small Business Administration.



Where We Are

Current and past clients include:



Defense Logistics Agency



National Science Foundation



US House of Representatives



Virginia Dept. of Transportation



Booz, Allen Hamilton

Our Partners



MetricStream



Proformative
finance, accounting & treasury community



NAICS

541611, 541614, 541618, 541219, 541519, 541511, 611430

Vehicles

GSA Performance Management and Continuous Process Improvement BPA

DUNS

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