Maria Glymph

Advisor. Writer. Publisher.

The best working relationships start with a conversation and develop from there. Whether you're facing a complicated business challenge, considering a new direction, or simply looking for another perspective on an idea, I'd welcome a conversation.

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MAKE SENSE · MAKE VISIBLE · MAKE POSSIBLE

Modern Odyssey helps business leaders see the connections, consequences, and possibilities that shape performance. And turn that clarity into action.

01 Make sense

Understand the business situation, question assumptions, and trace how decisions, responsibilities, and incentives affect performance. Make sense of the real challenge before choosing a response.

02 Make visible

Reveal connections, tensions, and consequences that are easy to overlook. Show how organizational choices interact, where they create obstacles, and what possibilities they open.

03 Make possible

Give promising ideas shape and turn clarity into action. Current work includes exploring AI's role in transformation and the people agenda with a Swiss financial institution, and reviewing project execution plans as a thinking partner to a US energy company.

04 What informs my work

I've learned that what happens inside organizations is rarely explained by strategy or structure alone. Human behavior shapes outcomes, often producing both intended and unintended consequences.

AND I MAKE THINGS

I also write about organizational life and most recently collected some of my observations in *People Are Messy: Notes From Inside Organizations*. It captures what is rarely said out loud: the unspoken rules, the private calculations, the moments of courage and those of compromise. Not a framework. Not a fix. Just the truth, plainly stated.

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