

Do you have the **TALENT** to **EXECUTE** your **BUSINESS STRATEGY?**

Aligning and Integrating OD processes with Business Needs

- Many organizations focus on performance as the only means of assessment; understanding an employee's potential (e.g. ability and willingness to learn in NEW and DIFFERENT situations) is key to ensuring you are developing them to their ability.
- Differentiating talent ensures you are managing employees appropriately.
- Sustaining the appropriate balance of High Potential and High Professional (high performing) employee's is essential to a well-rounded environment.
- By assessing employee's appropriately, you can ensure the most effective selection, development and placement of talent to meet your short/long term business objectives.

Lines of Service

For the **Organization**

- Link and Align OD/HR with Business Strategy
 - Identify the unique competencies required for each role / job and **create standard competency-based role / job profiles**
- Talent Management
 - Establish and implement **succession planning frameworks**
 - **Identify and develop** high potential and high professional employees
 - **Address gaps** between current state and needed state
 - Design performance management systems **linking business strategies to organizational competencies**

For the **Individual**

- Strategic Coaching
 - **Measure leadership performance** for organization and individual business objectives and career goals
 - Facilitate discussions to enable individuals to **fully understand strengths and development needs** and create customized, actionable development plans
 - Develop coaching capability for OD/HR practitioners and Line Managers
- Leadership Development
 - Focus development on **building capabilities** relative to **organizational and human capital needs**.
- OD/HR Transformation
 - Develop and build OD/HR capability

For the **Team**

- Build High Performing Teams
 - **Transform team effectiveness** by building or developing a high-performance culture of trust, accountability, values and vision.
- Enhance Team Effectiveness
 - Identify, Assess and Develop **critical factors** to manage team performance
 - Help teams **target obstacles** to stronger performance

Affiliated with.....

