

Maximize Organizational Effectiveness

Do you have the talent to execute your business strategy?

Align Business Strategy

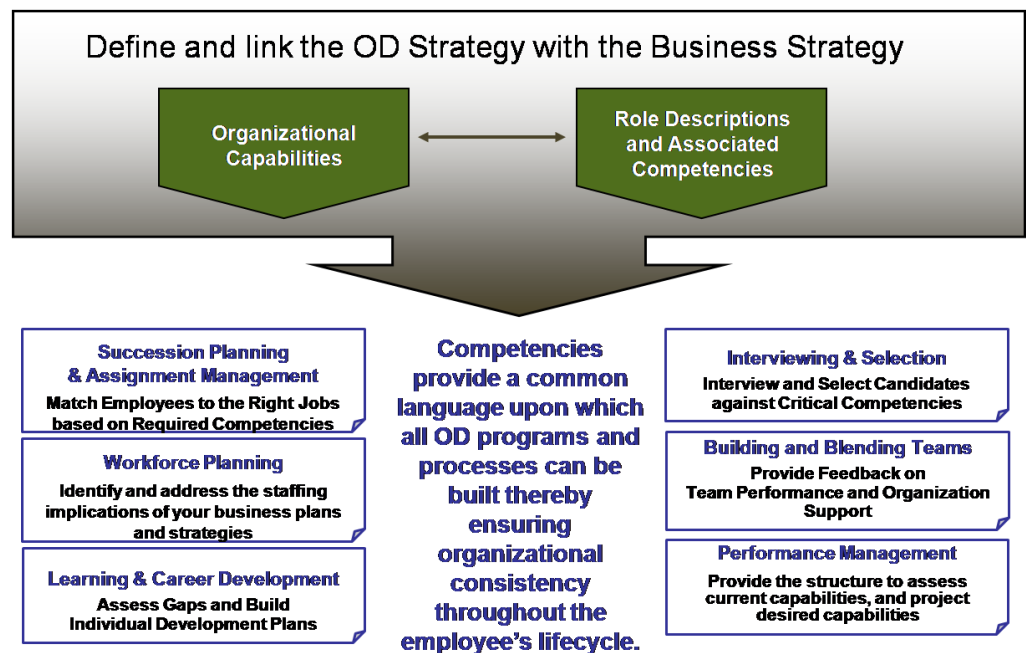
- Translate strategy, organization, culture and competitive challenges into key requirements for success (leadership models/competencies)
- Align leaders behind the strategy, their role in delivering it, and how leadership will drive success

Meet Talent Objectives

- Assess and evaluate individuals, teams and organizations relative to the requirements for a given role, situation or strategy
- Differentiate talent to ensure best fit
- Provide tangible recommendations for next steps based on the outcome of the assessment

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

Place the Right People, in the Right Roles at the Right Time



Attract Key Talent

- Address recruitment needs around the world with speed, quality, and consistency
- Increase the best match of candidate to job, cultures, position, and strategy

Develop Your Talent

- Clarify the strengths and development needs of the leader, team or organization
- Explore consequences to secure the engagement of the leader, team or organization
- Apply new behavior to impact transformational change for leaders, teams, and organizations

Manage On-going Performance

- Integrate a performance management process to ensure on-going organizational results
- Align performance management with organizational goals



Lines of Service

Organizational Alignment and Team Effectiveness

- **Establish and implement organizational strategies**
- Assess and develop **team performance**
- Establish goals and objectives to ensure teams **perform efficiently**

Succession Planning and Executive Development

- Establish a **talent management / succession planning** framework
- **Identify and develop** high-potential and high-performing employees
- **Measure leadership performance** for organization and individual business objectives and career goals

360° / Multi-Rater Feedback

- **Assess employees** abilities against pre-defined competency models
- Facilitate discussions with employees to enable them to **fully understand strengths and development needs**
- Develop feedback facilitators in **interpreting and delivering** multi-rater feedback

Capabilities for Organizational, Team and Individual Alignment

Competency Based Programs

- **Identify the unique competencies** required for each role / job and create standard competency-based role / job profiles
- Establish an interview strategy to interview and select candidates who will **exceed expectations**
- Design performance management systems by **linking business strategies to organizational competencies**
- Provide learning and development programs to enable a **consistent approach towards employee development**

Coaching and Development

- Focus employee development on **building capabilities** relative to organizational and functional competencies
- Work with employees to **create customized, actionable development plans**
- Educate managers in **facilitating the coaching** conversation with employees



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