



CONSULTING SOLUTIONS: LEVERAGING HUMAN CAPITAL

The Global Consulting Partnership™

Leveraging Strategies	Acquire Superior Talent	Align People with Organizational Culture and Business Strategy	Build and Retain Human Capital	Supercharge Organizational Performance
Key HRD/OD Processes	<ul style="list-style-type: none"> • Recruiting • Hiring 	<ul style="list-style-type: none"> • Orientation • Assimilation • Empowerment • Performance management 	<ul style="list-style-type: none"> • Leadership development and management development • Assessment and succession • Performance development • Development planning • Team strategies 	<ul style="list-style-type: none"> • Organizational diagnostics • Motivational systems • Organizational learning • Enterprise-wide performance synchronization • Change strategies
Our Methods and Tools	<ul style="list-style-type: none"> • Supplemental recruiting strategies • Automated job-line • Computerized candidate assessment • Hiring by design, not by chemistry: a structured selection methodology • Expert hiring systems: ASSESS, SELECT • Validated test design: customized • Hiring tests, predictive of success in a given job 	<ul style="list-style-type: none"> • Vision and mission development • Future mapping • Competency models • Enterprise-wide goal synchronization • Strategic job design • Social architecture re-design and/or culture transformation • Conflict resolution 	<ul style="list-style-type: none"> • Performance coaching: leaders and high-potentials • Executive coaching • Derailment prevention • Exit prevention • Career development • 360°, competency, and development tools: LeadershipSkills®, Team-Skills®, Leadership WorkStyles®, Team WorkStyles®, ASSESS® • Succession assessment and development • Accelerated team development • Strategic performance development systems 	<ul style="list-style-type: none"> • Organizational audits (ODS, OCI): building the case for change • Management and Leadership development designs and programs • Maximizing capacity for change • Enterprise-wide feedback systems: 360° tools • Performance consulting: gap analysis, job design, training needs assessment, and performance management • HR alignment with business strategy • Culture design and high-impact people practices • Enhanced learning methodologies
Business Impact and Results in Client Organizations	<ul style="list-style-type: none"> • Greater talent draw • Optimal Candidate-Job-Culture fit • Greater customer satisfaction • Improved retention • Enhanced productivity and organizational effectiveness • Stronger and deeper benchstrength • Greater employee satisfaction • Increased intellectual capital • Reduced T & D expenses 	<ul style="list-style-type: none"> • Accelerated learning curve • Enhanced morale, personal satisfaction, and retention • Committed workforce • Energized workforce • Clear line-of-site • Synchronized execution 	<ul style="list-style-type: none"> • Greater leadership continuity and efficacy • Employer of choice • Feedback-rich organization • Increased retention • Enhanced productivity • Benchstrength: deeper/broader • Increased intellectual capital • Enhanced competitive advantage • Reduced headhunter fees • High-performance behavior linked to business results 	<ul style="list-style-type: none"> • Organization-wide synergies • Learning-accelerated/savvy organization • Optimized people performance • Hit strategic business targets • Enhanced stakeholder satisfaction • Performance and results-based culture • Change-receptive culture • Employer-of-choice • Maximally leveraged HR portfolio