



TALENT STRATEGY – CONSULTING SOLUTIONS

Is your organization a destination employer – a place where employees not only want to stay, but thrive and grow? Here are some of the key areas where we can help ensure your employees are clear about what's expected of them, engaged in their work, developing their potential, and inspired by your organization's leadership:

Legacy Creation: Identifying the Next Generation of Leaders

How well is your business future-proofed when it comes to its people strategy? Do you have the right skills and people in place to manage your business into the future? Legacy Creation is knowing which expertise and skills are critical for long-term survival, and which are at risk, then ensuring future talent is in place for critical roles. We conduct business reviews and critical position profiling, assessing what roles will be critical to your organization's success and which are core to the operation, defining where the risks are and the priorities for attention as you build your strategy. Additionally, we can assess existing talent for fit and long-term potential, and analyze recruiting needs to ensure depth within your executive or management team.

Testing and Assessment

Jim Collins, author of *"Good to Great"* coined the adage 'People are your most important asset.' We take that a step further and say that the right people are. However, identifying the right people in today's dynamic business environment is easier said than done. Talent management is changing fast, with myriad challenges facing those responsible for attracting, hiring and retaining top talent. We provide the support you need in identifying the right people through behavioral, work style, and career fit assessments for individuals and teams. Using a variety of psychometric instruments and online assessments, you'll receive invaluable and actionable insights and information to support your hiring decisions, employee development, or workforce planning.

"With the knowledge economy gathering pace, global competition increasing, new technologies quickly commoditized, and the workforce aging, the right employees are becoming more precious with each passing year. Those of us who lead great organizations must become more sophisticated and more efficient when it comes to capitalizing on our people. We must find the best fit possible of people's strengths and the roles we are asking them to play at work. Only then will we be as strong as we should be. Only then will we win."

- Marcus Buckingham
Gallup Organization

***Employee Engagement:
Practical Approaches for Executive, Managers, and Individuals***

Employee engagement as a metric of business success, is getting more attention than ever before. Loss of key talent, competition, reputation, bench strength, profitability ... organizations today are facing an unprecedented battle to keep their greatest asset satisfied and engaged.

Extensive research and trends help us articulate the most common drivers of engagement, but the reality is it's the daily dynamics at play in your team, your division, and your organization that matter. Engagement starts with leaders – with you. Designing an effective engagement strategy is part art and part science; at the same time the use of carefully planned, strategically executed “processes” are the key to success. A well-founded strategy requires a reinvention of the core employment value proposition, and aligning everything toward maximum contribution and satisfaction. We use consultation, training, technology, and coaching expertise to help you build a culture of engagement within your organization.

Third Party Exit Interviews

Have you ever wondered about the real reasons behind your prized employee leaving the organization? And wouldn't you like to cut to the chase and find out how you might have been able to keep him/her? An exit interview will reveal these answers for you. Whether it is someone you are happy to bid farewell or someone you can't bear to lose, third-party exit interviews can provide effective data to help improve your talent management processes, especially when the information is collected and acted on over time.

The benefits of exit interviews run deep. Even in the case of staff departing due to early retirement, lay-offs or restructuring, it is a valuable information gathering tool to reveal not only untold staffing and interpersonal issues, or inappropriate behaviors conducted by supervisors, but also areas of excellence across the organization. It can be instrumental in providing constructive feedback, in much the same way as receiving complaints from a customer. Our process for exit interview management provides a better way to collect core reasons why employees leave, and provide actionable insight into ways of improving on the factors that keep people engaged and committed to your organization.

