

Employee Engagement & Development Consulting Services

Career Transition

- Overview:** A highly interactive and targeted process, Career Transition helps build engaged employee and management teams. Programs are co-designed with Human Resource leaders and are tailored to the company's needs. Career Transition offers:
- Global applicability.
 - Support development of managerial and functional capabilities.
 - Ability to position recruiting efforts competitively.
 - A vehicle to attract and retain high potential talent.
- Focus:**
- Designing and implementing a process that aligns career development with the talent management processes.
 - Attracting and retaining high potential talent.
 - Building business aligned Individual Career Development Plans.
 - Identifying and tracking success through easy to use tools and templates.
 - Building individual development plans.
- Target Group:** Human Resource Leaders who will facilitate and Senior Executives who will own the process.
- Format:** Customized service
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Team Engagement & Action Planning

- Overview:** This service provides organizations with a methodology to increase employee engagement. Building employment engagement requires a disciplined approach. Managers and their teams work together to discuss results and devise workable action plans.
- Focus:**
- Understand the purpose of team feedback and action planning
 - Solidify team commitment
 - Track team progress
- Target Group:** Human Resources helping intact work groups at any level that have engagement survey data that is within their power to act upon.
- Format:** Customization depending on needs. Workshops are typically a half-day in length.

Building Functional Capabilities

Overview & Focus:

This service is a custom designed program for building functional skills in the following areas:

- Marketing
- Sales
- Finance
- Human Resources
- Manufacturing
- Supply Chain
- Research & Development
- Legal Track team progress

Target Group:

Mid-level leaders, senior leaders and executives

Format:

Customized service.