



ORGANIZATIONAL EFFECTIVENESS

To succeed, an organization needs the right people with the right skills, all working towards the same outcome.

WE CAN HELP...

- Organizations attract and retain needed employees
- Clients improve their overall organizational capacity
- Organizations and teams get the buy-in and alignment of their people, as they undertake major change

SAMPLE ENGAGEMENTS

- Partnered with a mid-sized manufacturer to improve candidate flow and reduce turnover by analyzing and updating the recruitment, selection and onboarding processes, tools and training.
- Partnered with a small city to increase adoption of a new enterprise technology through a change-management project that included cross-departmental focus groups, a communications plan, manager and employee training and reinforcement tactics to support the transition.

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WHAT WE DELIVER

PEOPLE PLANS AND STRATEGY

Organizations that regularly rebalance where they invest in people are able to better manage risks and ensure the highest return. We facilitate working sessions to deeply understand where you are investing today, where you should be investing, and how you can define and develop an actionable people plan to help you achieve the greatest return on your investment.

HR OPERATIONAL EXCELLENCE

Effectively implementing your people plan requires the right policies, processes, skills, and systems. We evaluate candidate and employee experiences from a quantitative and qualitative perspective, pinpointing opportunities, issues, and actions to address both. We then partner with you to deploy solutions and measure the impact for the organization.

ORGANIZATIONAL CHANGE MANAGEMENT

It's natural for employees to resist change. Our change practitioners work with you to build awareness around the need for change, uncover and address resistance and concerns, train employees on new skills and behaviors, and identify the reinforcement tactics and scorecards to ensure that changes are sustained.