

YOUR POWER IS IN YOUR PEOPLE

HR & TALENT SOLUTIONS

You need a superior workforce to reach and exceed your goals. A talent strategy is required to get you there.

The modern workforce is changing, and employee requirements are rapidly evolving. Using proven methodologies, we help leaders improve productivity, increase profitability, and reduce turnover by cultivating solutions around strategic people priorities (engagement, talent management, recognition, retention). Our expertise spans the talent management cycle. We partner with you to build your HR strategy and processes to support your organization's emerging needs.

Together, we create an employee experience that touches all parts of the employee life cycle to ensure you have a highly talented, motivated workforce who will stay with your organization for the long-term.



If you're experiencing

- Difficulty achieving strategic outcomes
- Disharmony or fear among employees
- Poor team dynamics, trouble recruiting the right talent
- Other team or organizational issues

We will help you unleash new possibilities and potential that result in sustainable change.

Our typical clients include

- C-Suite teams needing an experienced strategic partner
- HR leaders requiring a specific expertise which doesn't exist internally
- Teams needing temporary assistance to supplement the talent on their team to meet a current need
- Growing small to mid-sized organizations where organizational needs exceed the HR team's capacity
- Startup organizations without a dedicated HR function

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Create an employee experience that touches all parts of the employee life cycle

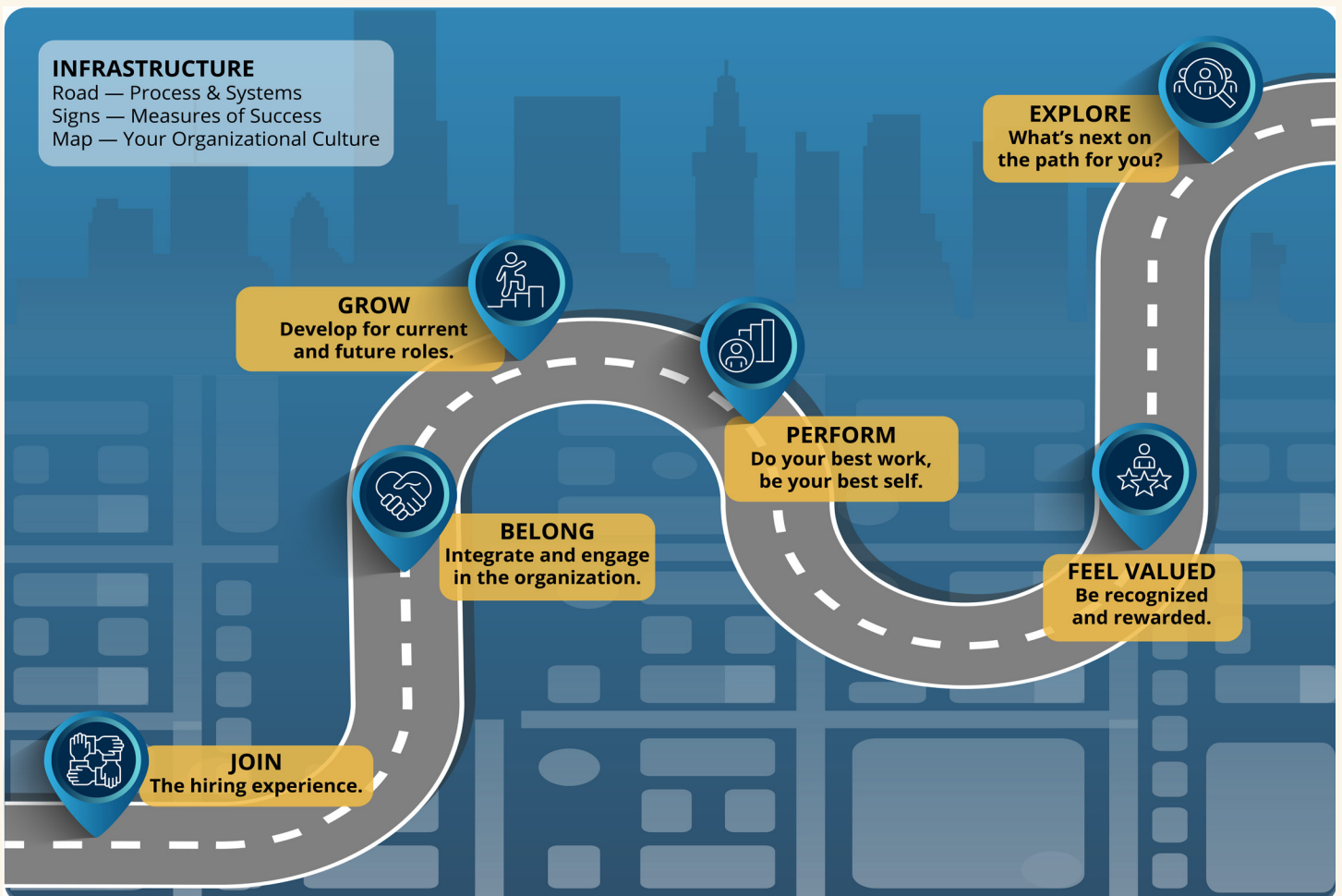
We partner with you to:

- Define your ideal employee experience
- Ensure your current HR processes are aligned to achieve the experience you want
- Partner to prioritize and improve any opportunities identified to enhance your employees' experience

We are an extension of your team

We partner with you to:

- Develop talent strategies and metrics
- Architect solutions in support of people challenges
- Launch large scale HR initiatives
- Provide thought leadership to deliver results
- Create new talent management processes
- Develop and implement initiatives to improve the employee experience





Join. Create an impactful hiring experience

We partner with you to:

- Develop an effective talent acquisition strategy
- Evaluate your applicant tracking system
- Build an onboarding orientation experience
- Initiate transition coaching
- Review and offer recommendations for enhancing your talent acquisition process

Belong. Ensure employees integrate, engage, and feel a sense of belonging

We partner with you to:

- Initiate a culture assessment and recommendations for enhancing the organizational culture desired
- Implement team coaching
- Review and enhance diversity, equity, and inclusion (DEI) policies
- Build new manager assimilation processes for teams and new managers



Grow. Provide meaningful development for current and future roles

We partner with you to:

- Establish competency models to ensure effective development opportunities
- Assess and refine appropriate leadership architecture
- Develop consistent, transparent learning strategies
- Implement development coaching to clarify objectives for career path development
- Establish mentor and coaching programs



Perform. Allow team members to do their best work, be their best selves

We partner with you to:

- Evaluate performance management system and provide recommendations for enhancements
- Develop rewards programs to incent employees to perform at their highest level
- Implement development and performance coaching/team coaching





Feel Valued. Create recognition programs that enhance retention and engagement

We partner with you to:

- Establish rewards and recognition programs to acknowledge and motivate employees
- Create consistent benefit strategies to attract and retain talented employees
- Initiate surveys, focus groups and action planning to evaluate and enhance employee engagement

Explore. Support and define employees' career growth

We partner with you to:

- Implement a program that encourages employees to develop their skills and seek advancement on their career path
- Develop a strategic succession planning process
- Establish a consistent, fair talent review process



Now is the Time to Make Your Move

Through our processes and programs you will find your voice, see your vision, and imagine what the right action for the future could be for you, your team, and your organization.

You will realize profound transformation—both individually and organizationally—that starts now, and remains for years to come.

ADDITIONAL PROGRAM OFFERINGS

- Leadership and Team Development
- Culture Assessment and Strategy
- Organizational Design and Restructures
- Change and Transition Management
- Leadership and Executive Coaching
- Overcoming Burnout



INNOVATIVE
CONNECTIONS

REQUEST AN OBLIGATION-FREE CONSULT TODAY!

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