

ORGANIZATIONAL EFFECTIVENESS

STRATEGIC ALIGNMENT >> >> >>	MISSION, VISION & VALUES	<i>Executive/ Senior Team Retreats</i>	<i>Strategic Life Planning</i>	<i>Executive Coaching</i>	
	OPERATING PHILOSOPHY	<i>High Performance Work Systems</i>			
	ORGANIZATIONAL STRUCTURE	<i>Socio-Tech Assessment</i>	<i>Organizational Alignment</i>	<i>Role & Responsibility Definition</i>	
ORGANIZATIONAL COMPETENCY >> >> >>	SUCCESSION PLANNING	<i>Executive/ Managerial Assessments</i>	<i>Topgrading/ Quadrant Ranking</i>	<i>Coaching & Mentoring Systems</i>	<i>Talent Retention</i>
	SELECTION SYSTEMS	<i>Talent Acquisition & Recruiting</i> <i>Psychological Testing</i>	<i>Basic Skills Testing</i> <i>Behavioral Assessment</i>	<i>Technical Assessment</i> <i>Behavioral Based Interviews</i>	
	PERFORMANCE MEASURES & REWARDS	<i>Core Competency Analysis</i>	<i>Compensation Strategy & Reward Systems</i>	<i>Talent Management Systems</i>	
PROCESSES & SYSTEMS >> >> >>	HUMAN RESOURCES DESIGN	<i>Organizational Policy Design</i>	<i>HR Audits & Compliance</i>	<i>Employee Benefits Analysis</i>	
	TECHNICAL PROCESSES	<i>Process Optimization (Six Sigma, LEAN, ISO)</i>	<i>Process Mapping</i>	<i>SOPs & Role Descriptions</i>	
	SYSTEMS	<i>Strategic Planning</i> <i>Project Management</i>	<i>Organizational Metrics</i> <i>Maintenance Management Systems</i>	<i>Work Team Systems</i> <i>Organizational Documentation Systems</i>	
DEVELOPMENT STRATEGIES >> >> >>	ORGANIZATIONAL CULTURE	<i>Communication Models</i>	<i>Organizational Culture Assessment</i>	<i>Focus Groups & Interviews</i>	<i>GAP Analysis</i>
	LEADERSHIP DEVELOPMENT	<i>Knowledge & Performance Assessments</i>	<i>Developmental Assessment Centers</i>	<i>Customized Leadership Workshops</i>	<i>Corporate University Design</i>
	ORGANIZATIONAL EDUCATION	<i>Needs Analysis</i>	<i>Curriculum & Course Content</i>	<i>Training & Development Systems</i>	<i>Facilitator/ Trainer Certification</i>

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