



## *Improving Individual and Team Performance*

Even good people and teams with records of success will encounter performance challenges. We help you pinpoint the root cause of the challenges these individuals and teams face and then implement programs that improve performance.

We do this through our talent-assessment and analytics instruments as well as our ability to create and deliver customized learning that meets individual or team needs. With us, you will retain good people, improve the organizational climate, and build a culture of success. Our approach enhances employee engagement and commitment to help you navigate through the most difficult challenges.

## **High Engagement Reduces Turnover, Absenteeism, and Safety Incidents.**

### *What Makes Our Approach Better?*

As a Certified Caliper Partner, we are backed by a leading global organization with the highest standards in the assessment industry.

Unlike competitors that provide only assessments, organizational consulting, or pre-packaged training, we offer a proven comprehensive solution that encompasses all three of these capabilities in a fully integrated manner. We are both high tech and high touch, with the expertise to customize programs that meet your exact needs.



## Our Approach: Improving Individual and Team Performance

### A. Identify Critical Individual Roles and Teams

- Identify the roles that are most critical for the new strategy to succeed. This will help to prioritize the positions for which success profiles will be created.
- Conduct focus groups and interviews with leadership, teams, and select individuals to identify a prioritized list of mission-critical roles necessary to execute the new strategy.

### B. Establish Success Profiles

- Define the competencies necessary for success in critical roles and teams through focus groups, 1:1 interviews, or a job analysis survey.
- Establish the success profile for the job or team, usually consisting of 7 or 8 of the 49 competencies in our library.

### C. Assess Individuals and Teams to Identify Competency Gaps

- Objectively measure an individual's competencies and fit for a particular job or team using the **Caliper Profile** and Caliper Three Sixty *Plus* assessments.
- Measure team strengths and development areas using the Caliper Team Analysis Report and Composite **Caliper Profile**.
- When appropriate, provide verbal feedback session.

### D. Design and Deliver Development Solution

- Create Individual Development Plans (IDPs) for individuals in critical roles and employees with high potential for future leadership positions.
- Assign learning and development activities to close gaps.

## Expected Benefits: Retain Top Talent and Boost Employee Productivity

### Chief Executive Officer

As a CEO, you depend on individuals and teams to be at the top of their game. However, there are times when good people and teams aren't performing as expected and need help. Providing effective guidance is less disruptive and more cost effective than replacing people. We help you pinpoint the root cause of the challenges these individuals and teams face and then implement programs that improve performance. We do this through our talent-assessment and analytics instruments as well as our ability to create and deliver customized learning that meets individual or team needs.

### Human Resource Leader

As a VP of HR, you may oversee programs to help key individuals and teams overcome performance challenges. You are under pressure to offer programs that are relevant for individuals and teams with diverse and unique needs. We can help you quickly define the competencies that matter most in these roles and teams, assess individuals to identify gaps, and create and deliver individualized development programs to close those gaps.

### Director of Talent Development

As a Director of Talent Development, you may oversee programs to help key individuals and teams overcome performance challenges. You are under pressure to offer programs that are relevant for individuals and teams with diverse and unique needs. We can help you quickly define the competencies that matter most in these roles and teams, assess individuals to identify gaps, and create and deliver individualized development programs to close those gaps.

For more information, please contact

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