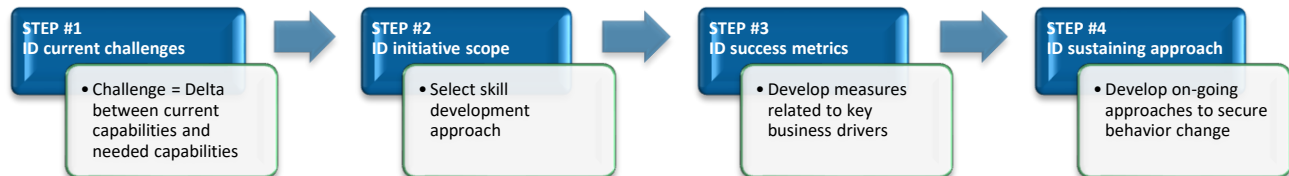


Accelerating Results By Closing The Skills Gap

For over 25 years our global clients have charged us with the responsibility of helping develop the talent within their organizations so they can win in their chosen markets. Every one of our clients is undergoing significant change in how they employ their human resources. Each client is unique, and each solution is custom designed to fit the client's culture and strategy. Our collaborative process typically starts with a **GAP ANALYSIS**:



Challenges can be identified by asking questions such as:

- Where are we clearly missing our targets? Why?
- If our managers were better at _____, our productivity would likely improve.
- What projects, tasks or assignments seem to cause managers the most challenges?
- What things seem to take longer than necessary to complete?
- What aspects of managing people have led to undesired results in areas such as project management, performance management, hiring, goal attainment, etc?

Skill development is typically developed across three distinct target audiences: Supervisors / New Managers, Middle Managers and Senior Leaders. Across these three audiences there are four skills areas with a variety of skill sets that need to be developed to close the gap:

- Leading People
- Communicating Effectively
- Leading Projects
- Leading Change

Some of these skill sets overlap target audiences. Each client's solution will be unique, and usually is selected from the following Skill Set Grid:

TARGET AUDIENCE

<h2 style="margin: 0;">SKILL SET GRID</h2> <p style="margin: 0;">After identifying your organization’s challenges, select skill sets needed for each target audience. Topics in bold are considered essential skills.</p>		Supervisors / New Managers	Middle Manager	Senior Leaders
SKILL SETS				
LEADING PEOPLE	Self-awareness, DISC & EQ			
	Leadership Skills			
	Coaching & Feedback			
	Performance Management			
	Meeting Management			
	Hiring Right			
	Constructive Conflict			
	Understanding & Leveraging Strengths			
COMMUNICATING EFFECTIVELY	Communication Effectiveness			
	Clear, Concise & Compelling Presentations			
	Influence & Persuasion			
	Facilitation Skills			
LEADING PROJECTS	Project Management Level 1			
	Project Management Advanced			
	Networking & Collaboration			
	High Performance Teams			
	Leading Top Level Teams			
	Decision Making Level 1			
	Decision Making Advanced			
LEADING CHANGE	Strategy, Leadership & Results			
	Leading Change			
	Leading Organization-wide Change			
	Innovation & Creativity			
	Business Acumen			
	Negotiation Skills			