We are passionate about helping people bring the best of who they are to what they do. I believe if we can equip and enable the potential in everyone, we can improve their lives, our businesses and our communities.

We do this by applying the science of industrial organizational psychology to develop and deliver practical solutions that enhance individual, team, and organizational effectiveness.

**Strategic Planning:** We facilitate strategic planning processes that gain input from key stakeholders and help identify your purpose, set objectives for your organization and ensure strategic alignment of resources.

Our process is focused on five main objectives. We can tailor our services to support one or all of the objectives based on where you are in your strategic planning process. We will gather input from stakeholders and other information sources to help you:

* Identify/refine your organization’s mission, vision and values
* Identify/refine priorities and set goals
* Review resources available to support goals
* Develop action plans for accomplishing goals
* Determine key performance indicators that define success

**Talent/Succession Planning:** We help you review your workforce to ensure you are getting the best out of your employees’ capabilities, identify your future leaders and implement development plans. We also provide employee selection support such as interview guides and job analysis to help you identify the right person for the right job.

* Talent Review: This process provides you with a snapshot of your employees’ performance, potential, and readiness for the next level. The results can guide talent development, promotion and succession planning decisions.
* Succession Planning: We help you identify and develop the individual(s) for your upper/senior leadership levels. This can be especially important for family-owned businesses where the owners are concerned that the next generation is not quite ready to take over the business.
* Employee Selection Support: We can help you with important human resources processes that will ensure you are positioned well to hire the best candidates.
* Job Analysis: Identifies the primary responsibilities of the position and necessary knowledge, skill, and abilities for success. The results are detailed information about the job as well as a summary job description that can be used for recruiting. In addition to employee selection, job analyses are helpful for many human resources processes such as training and development.
* Interview Guides: Based on the job analysis, we develop a list of interview questions along with details for each question that help rate the effectiveness of an interview candidate’s response.

**Leadership & Professional Development:** We provide leadership/performance coaching and a variety of development workshops to enhance individual and team engagement and performance. Our workshops cover topics such as employee engagement, resiliency, change management, and employee wellbeing.

* New Leader Transition Workshop: We work with new leaders and their team to expedite the process of learning how to work effectively together. The specific process can vary depending upon the team composition. These workshops commonly include assessments and facilitated open dialogue about preferences/expectations for working together.
* Coaching: Our leadership and performance coaching can be provided in person or via telephone/video conferencing. We also offer days where we are on-site to provide coaching as a follow up to one of our professional development programs. Our coaching services support individuals with transition into new leadership roles or new organizations, individuals making career changes or just starting out, and individuals who feel they are not getting optimal results for their efforts. We also offer coaching as follow up support for our other programs.
* Teambuilding: Our teambuilding process is tailored to the needs of your team. We provide teambuilding programs that support team cohesion, performance and conflict management.
* Workshops: We are able to tailor most of our content to fit one hour lunch-and-learn workshops to more detailed one/two day workshops. These workshops are delivered at your business or another location of your choosing (e.g., off-site conference center).

**Employee and Client Experience:** We design and deliver strategic employee and client surveys that align to your business needs and provide actionable feedback to support employee and client engagement and retention.

* Employee Experience: We partner with you to design and deliver strategic organizational surveys for entire organizations or individual departments that are tailored to your unique business priorities. Our reports are designed to help you understand the results and identify priorities. We also offer follow up consulting/coaching to support effective action planning based on the results.
* Client Experience: We partner with you to design and deliver client experience surveys that will yield easy to understand results and support effective follow up.

**Program Evaluation and Performance Analysis:** This service is focused on understanding the connection between your efforts and outcomes and identifying elements that support or hinder your success from a people, process, and program perspective. We adopt a variety of approaches such as appreciative inquiry and formal program evaluation research. We partner with you to identify small changes that you can make to optimize the effectiveness of your teams, programs and processes.