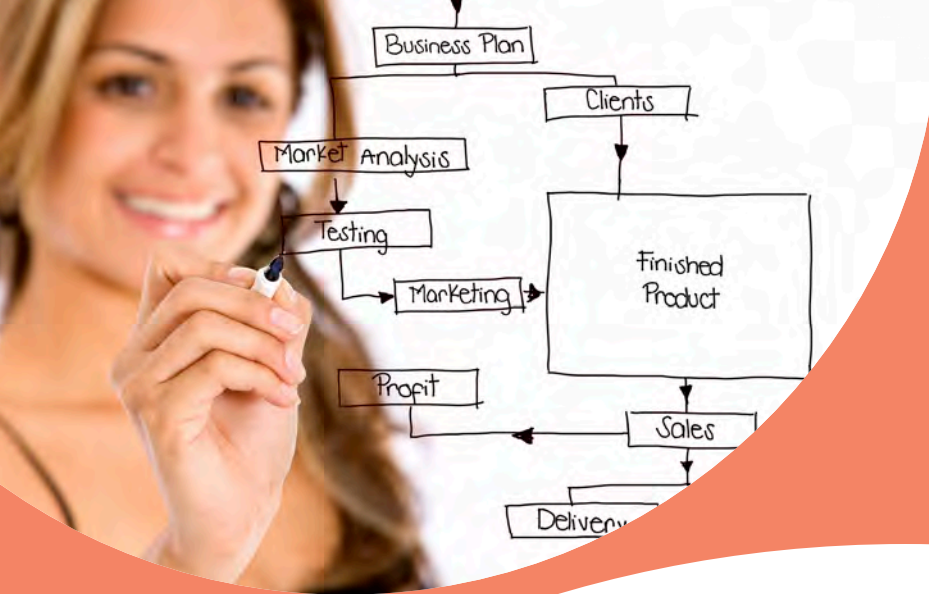


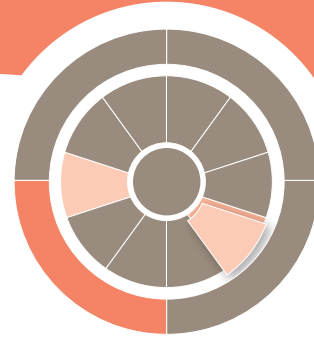
## Talent-Based Solutions





CULTURAL DEVELOPMENT

# Organizational Effectiveness



The Talent Plus® process for Organizational Effectiveness provides your organization with strategies to develop its mission, vision and values, and to create talent-based strategies for the selection, development and retention of employees.

## Your Road Map to Organizational Effectiveness

- + Senior Leader Development: Conduct talent interviews to identify individual strengths, weaknesses and potential; Implement leadership team development through the identification of team strengths and develop action steps; Implement strength-based leadership education, individualized coaching and development paths
- + Selection Process: Analyze your organization's current selection process and develop a customized selection process based on discovered needs; Conduct leadership education on the new selection process; Implement the new selection process
- + Employee Engagement: Conduct CultureView® employee engagement survey built across 13 dimensions; Create a customized action plan based on employee engagement results and business needs
- + Manager/Professional Development: Conduct talent interviews to identify individual strengths, weaknesses and potential, and report results; Execute strength-based management education
- + Front Line Development: Conduct talent interviews and assessments to identify your employees' strengths, weaknesses and potential; Provide strength-based education based upon the results of talent interviews and assessments

- + Succession and Progression Planning: Conduct a workshop and create an initial plan; Finalize a succession and progression plan that is aligned with your organization

## Benefits

- + Leads to development and alignment of your organization's leadership team with your company's mission, vision and values
- + Provides talented individuals in every position in your organization with potential for excellence

## Outcomes

- + Increased customer satisfaction
- + Decreased turnover
- + Retention of top performers
- + Highly engaged work force

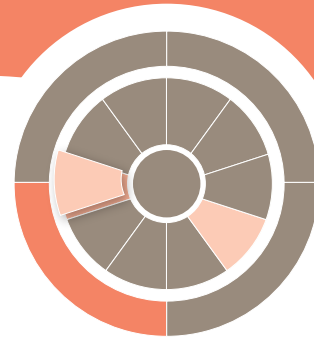
## Process

- + Partner with your organization to determine and agree upon criteria for project success
- + Assess ROI based on criteria established for project success

For more information, visit [www.talentplus.com](http://www.talentplus.com) or call 1.800.VARSITY.



## CULTURAL DEVELOPMENT Engagement



The Talent Plus® engagement process, CultureView®, provides an evaluation of your organization's culture, creating the basis upon which Talent Plus builds action plans to enhance your organization's culture and ultimately help meet your strategic business objectives.

### Your Road Map to Engagement

CultureView, Talent Plus' employee engagement process, provides a disciplined, scientific diagnosis that enables you to better understand the cultural and environmental elements that produce morale, quality and service orientation. Cultural change does not happen rapidly. It requires genuine commitment, persistence and engagement from leaders throughout your organization. CultureView's robust, disciplined process provides targeted feedback, facilitates development and points to action plans. This feedback celebrates distinctive cultures and your brand.

### Benefits

- + Provides measurable results in terms of employee and leadership engagement within your organization
- + Builds action plans to help your organization improve its culture and meet desired strategic goals

### Outcomes

- + Improved employee morale
- + Increased employee loyalty
- + Higher customer satisfaction
- + An understanding of the leverage points for net promoters
- + Increased revenue

### Process

- + Partner with your organization to determine and agree upon criteria for project success
- + Conduct CultureView employee engagement survey built across 13 dimensions and report results
- + Create a customized CultureView action plan based on an understanding of employee engagement results and business needs
- + Assess ROI based on criteria established for project success

For more information, visit [www.talentplus.com](http://www.talentplus.com) or call 1.800.VARSITY.