2019 SERVICES CATALOG
Perspectives Organizational Consulting Group partners with each organization to create tailored leadership development and talent management solutions that drive lasting business results.

**The Perspectives Approach—Results that Matter**

All challenges and goals are different. Our solutions are based on your objectives and business strategy. The work is collaborative, and the outcomes are what counts.

**Facilitators**

We take pride in the industry expertise and experience of our consultants, coaches and trainers. You will be assigned the best-fit facilitator for each engagement, ensuring the quality of services delivered. Our facilitators provide real-life solutions and techniques to the unique challenges you face.

And remember, we’re here to support you every step of the way.
Talent Management ......................................................... 1

Executive & Leadership Coaching
Disruptive Professional Coaching
Individual & Team Assessments
360° Feedback Evaluations
Job Benchmarking
Leadership Development & Assessments
Management Training & Workshops
Mediation & Conflict Resolution
Outplacement & Transition Resources
Team Building

Organizational Strategy & Effectiveness .............................. 4

Culture and Organizational Redesign
Emergency Preparedness & Crisis Response Services
Employee Engagement
Outsourced HR Support
HR Compliance Review & Consultation
Leadership & Organizational Performance
Learning & Development
Organizational Assessments
Leadership Talent Strategy
Assessment of HR Function
Stress Quotient Assessment

Development Programs ................................................... 7

High-Potential Programs
Management Essentials
Leadership Development
Strategic Business Leadership for Teams

Our Approach ..................................................................... 9
Talent Management

Coaching
Our expert coaches consistently help leaders become more effective, teams become more cohesive and organizations become more productive.

- Take high potential employees to the next level
- Learn skills to develop team members and foster an environment of inclusion and engagement

Disruptive Professional Coaching
This is a highly-tailored, individualized private coaching program for professionals who display disruptive behavior in the workplace.

- Minimize the organizational risk associated with disruptive behaviors
- Positively impact the effectiveness of the professionals and your organization

Individual & Team Assessments
Over 30 assessments available (e.g. DISC, FIRO-B, MBTI, EQ, Motivators, etc.). Assessments are often incorporated into the mediation, consulting, coaching and training engagements.

- Uncover valuable data about individuals and team dynamics
- Measure critical competencies and take steps to address areas that need development

360° Feedback Evaluations
Assessments help make better leaders and your organization a better place to work. The 360° survey tools provide leaders and employees with crucial feedback about their performance.

- Identify opportunities for change and develop goals for success
- Discover strengths, gaps and risk factors
Talent Management

Job Benchmarking
This process allows hiring managers and HR to benchmark a job and match candidates to that position. Create a “job personality” by engaging colleagues to help describe and define the position.

- Determine who is best fit for the role in regard to Skills, Knowledge, Behaviors, Motivators, Certifications, Experience and Intelligence
- This patented process has shown a >95% retention rate of selected candidates after 1 year

Leadership Development & Assessments
Our leadership self-assessment focuses on five dimensions identified as “leadership qualities.” The confidential report delivered by Perspectives assesses crucial leadership attributes.

- Develop strong leaders who can turn the most unmotivated employees into productive employees who will contribute to the success of your organization
- Assess organizational leadership so that individuals understand their own strengths and opportunities for improvement

“The Perspectives Organizational Consulting Group was an outstanding partner to work with in developing a Leadership Program! The team was incredibly responsive, professional, enthusiastic, and focused on meeting our unique needs in customizing their approach to our culture and priorities.”

- Julia Kyle
  Organizational Strategy Consultant
  The University of Chicago
Talent Management

**Management Training and Workshops**
Managers are consistently confronted with employee relations issues. How they address those issues has a direct impact on individuals, teams and the organization.

- Help managers grow and improve their leadership skills so that they can effectively deal with the specific challenges facing your organization
- Our management training programs are customized for each client organization and focus on addressing real work issues

**Outplacement & Transition Resources**
With Perspectives outplacement and career transition services, we help employees prepare for the next step in their professional lives, while making the transition easier.

- Help employees quickly and successfully find new jobs and career opportunities
- Transition strategies, resume writing, and interviewing techniques are taught and explored through group workshops and one-on-one coaching sessions.

**Team Building**
We help employees better communicate, resolve conflicts more quickly develop stronger relationships all while helping employers build productive teams and healthy organizations.

- From collaboration and cooperation to self-leadership our sessions bring out employees’ strongest talents to help them work together
- Develop highly effective teams with shared goals and agreed upon ‘rules of engagement’

We also provide custom developed training programs and specialty consulting services. Our solutions help to align the performance of your leadership, managers and workforce with your organizational strategy.
Organizational Strategy & Effectiveness

Culture & Organizational Redesign
We assess, analyze and align your organizations’ Purpose, Processes, Platform, People, Performance, Pay and Place to fully support the goals of the business and yield measurable high performance.

- The Roadmap aligns the people strategy to the overall business strategy and short and mid-term goals
- A timeline and resource allocation plan are developed for the internal and external resources required to accomplish the implementation timeline

Emergency Preparedness & Crisis Response Services
We work as your partner to assess, enhance and develop your company’s emergency preparedness, security and crisis plans. The practical exercises and interactive training programs are tailored to fit your organization’s culture and needs.

- Whether it’s a threat assessment of your facility, security plan overhaul, crisis response prep or active-shooter training, we help your organization prepare for incidents and business disruptions
- With the proper plans in place, you can limit injuries and damages and return to normal operations more quickly

Employee Engagement
Unveil the insights needed to make meaningful change within your organization. This high-value, low-cost employee engagement survey will provide actionable data to make lasting positive change.

- Benefit from real-time reporting, action plans by department, historical trends, normative benchmarks and customizable survey options
- Perspectives will be your full-service strategic partner for assessments, post-survey consulting and support, organizational development and more
Organizational Strategy & Effectiveness

Outsourced HR Support
From hiring to retiring and everything in between, we utilize a multi-disciplinary approach to provide customized, integrated and technology-supported HR services.

- Have a retained HR Director-level professional at your disposal whenever your needs arise, supported by an expert team in recruiting, compensation, benefits, training and organizational development
- On-site support or an HR “hotline” available for answering questions, solving problems and proposing solutions to the myriad of your HR needs

HR Compliance Review & Consultation
Our audit process identifies all your HR processes, forms and communications and a seasoned HR professional will help you navigate effective solutions to any practice that poses risk.

- This review leads to a written summary of the issues identified that will likely lead to action or further discussion with key stakeholders at your business
- Ensure your HR practices meet legal requirements and a high standard for sound HR practices that support a positive culture

Leadership & Organizational Performance
We take a methodical design approach to identifying, aligning and transforming the people components that form the foundation of effective, high-performing organizations.

- Execute a strategy to augment existing staff or take responsibility for all of portions of the execution of the strategy
- We work with leaders on how to manage and operationalize the new strategy and support the change, both for themselves and their team

Learning & Development
Our HR Services combine adult learning techniques with the hands-on experience of successful HR practitioners and employment lawyers. The programs are customized, incorporating your policies and procedures and reflecting your business culture.

- Training programs fall into three categories: Compliance, Professionalism, and Diversity and Inclusion
Organizational Strategy & Effectiveness

Organizational Assessments
Utilize assessments to unveil the operational and organizational insights the leaders need to make meaningful change within your organization.

- Get to the core of organizational problems when people are afraid to speak up about genuine issues
- Surveys are customized to each organization and can be administered in person, via phone or Internet

Leadership Talent Strategy
We identify, develop and define the leadership competency profile for your organization. The results of the process will be a set of mission-critical competencies necessary for leaders.

- Screen applicants effectively, identify performance gaps of incumbent employees, pursue training and development efforts
- Support performance management, career pathing and succession planning

Assessment of HR Function
We will analyze the compliance, consistency and best practices of your HR function and identify key areas where cost savings and productivity increases are achievable through process improvements and/or outsourcing.

- Over 180 questions covering 18 functional areas of HR, including recruiting, payroll, benefits, compliance, risk management, and employee relations
- Benchmarks your organization against high-performing companies of similar size, location and/or revenue

Stress Quotient Assessment
Developed by TTI Success Insights™ for teams, departments, organizations and individuals. This tool assesses current levels of stress, quantifies its impact and identifies what is causing it.

- Provides actionable data related to workplace stress
- Tackles the causes of stress, which leads to higher performance, fewer missed days and, most importantly, reinforces the fact that your company truly cares for its employees
Development Programs

Our suite of management and leadership programs are designed for everyone from emerging managers who are learning the basic skills to experienced leaders who manage large teams and organizations. When creating your custom program, you can rely on our business expertise, ongoing support, and our commitment to helping your organization address its challenges.

HIGH-POTENTIAL PROGRAMS
Prepare your high-potential employees today to be the leaders your organization will need tomorrow. Our customized development programs are designed to define the characteristics that are desired in future leaders, assess current employees to identify where to invest resources as you look ahead, and establish systems and processes to retain the institutional knowledge current leaders spent years amassing.

Offerings include:
- Cohort and individual programs
- 12-52 weeks in length
- Personal assessments
- Blended learning
- Mentorship
- Group trainings and one-on-one development coaching

MANAGEMENT ESSENTIALS
The Management Essentials Programs introduce new and aspiring managers to the essential foundations for effective leadership. The programs focus on building skills to manage with competence and lead with purpose. Participants develop action plans and gather tools and techniques that can easily be applied to the workplace in support of your organizational strategy.

Offerings include:
- Management Best Practices
- New Manager Series
- Leadership Development Program
- Essential Coaching Skills for Leaders and Managers
PERSONAL LEADERSHIP PROGRAMS
Help managers become more effective through a unique development process that produces measurable results and a positive return on your investment.

We’ve partnered with Leadership Management Inc. (LMI), an international training and development company with over 40 years of experience helping individuals and organizations develop and utilize more of their true potential. The LMI Total Leader Programs give leaders an immersion into specific leadership topics. Management must be able to link cause and effect to tie the investment to the desired result. We have over three decades of experience and thousands of satisfied clients. The LMI process can help you reach your goals!

Select the modules to build your custom program. These highly focused experiences are working sessions, designed to help leaders apply what they learn to their current situations—and to their future goals. The ‘education’ happens outside of the class via readings and homework and the process of applying the learning to the participant’s job happens in the working sessions. What’s more, there is an app that augments the learnings with additional sessions and modules.

Offerings include:

- Effective Leadership Development
- Effective Personal Leadership
- Effective Motivational Leadership
- Effective Personal Productivity
- Total Leader Program (includes all modules)

STRATEGIC BUSINESS LEADERSHIP FOR TEAMS
Our most in-depth, custom-designed approach with components of one-to-one support via assessments and coaching. The essence of the strategic leadership development program is defined by the CEO or leader of the executive team. These programs help to align the performance of your leadership, managers and workforce with your organizational strategy. The programs will also build cohesion of the leadership team and improve cross-functional collaboration in support of strategy execution.

Offerings include:

- Strategic Leadership Development Program
- Leadership & Team Performance
Our Approach

**Communicate and Clarify Goals**
- Engage leadership & listen
- Meet with key stakeholders
- Gather information & assess needs
- Define metrics for success

**Develop a Plan**
- Identify internal & external resources
- Collaborate with key stakeholders on plan development

**Implement Solutions**
- Ensure alignment of goals & solutions
- Maintain collaborative feedback process to ensure desired results

**Measure Results**
- Measure perceptions following intervention
- Systematically evaluate impact of engagement
- Provide report of results
Let’s get started.

To partner with Perspectives, contact Jonathan Eisler, Managing Director of Organizational Consulting, at 312.636.6609 or JEisler@perspectivesltd.com.