

Our Process:

- 1) Clarify the level of work required for your roles & business strategy
- 2) Build profiles of people in the key roles.

Our general process for this involves a one and a half hour conversation with each person, which covers career history, aspirations and open-ended questions, all of which are analyzed afterwards to triangulate each person's current capability, and probable development path. Additionally, as part of the same conversation, personality is discussed with each candidate after they complete an indicator survey for the Enneagram. The personality component is generally the highest value add for the individuals, bringing to their awareness a new understanding of themselves and a path of development.

- 3) Provide feedback to each individual (A PDF of their profile)
- 4) Compile a report / presentation of our findings and recommendations.

This process lets you know where you stand, and helps you get the work done at the right level, and put your colleagues in a position to succeed and grow.

Depending on your goal(s) as a client we can then move into additional services that support your "People Strategy". These can include screening candidates, cultural transformation, development plans etc.