



Leadership:

- Clarity of organizations mission, vision and values.
- A clear framework for driving the business and agreed upon decision making process for the executive leadership team.
- A communication plan for sharing relevant data and insights and senior team action plans.
- A focus on driving senior team trust and effectiveness.
- Individual coaching for enhancement of personal strengths and dealing with individual weakness.
- Focus on people assessment and development - leadership accountability.

Performance Management: focuses on the processes and systems that help focus employees, hold them accountable, and measure results.

- Recruiting and hiring processes
- Job descriptions/positional contracts
- Aligned key performance indicators tied into performance and incentives
- Performance appraisals and evaluations
- Compensation Programs
- Reward and recognition
- Skill Assessments
- People Development and Training
- Employee labor practices - keeping it legal - hiring practices; benefits, vacations, terminations, etc. (employee manual)

Team Dynamics: managing high performance team dynamics

- Team assessments
- Team alignments around organizations strategy, mission, vision and values
- Defined rules of the game
- Team composition and roles
- Decision making framework
- Diversity and risk taking

Communication: Defined communication framework and plan that provides for sharing relevant data and information up, down and across the organization. A communication audit will determine gaps in communication approaches and effectiveness.