



Improving the Value of Your Most Important Asset: Your People

Custom Solutions

In order to deliver the most relevant solutions possible, we tailor our services to meet the specific needs of your organization.

Our Approach

Our experience and results indicate that improved performance requires investment in people, systems and support structures. However, that investment does not imply the addition of resources, but rather the redeployment of talents, resources and energy already present to optimize the performance of your workforce.

We transfer our skills and knowledge while working on your business issues, so that you may become stronger, more effective, and increasingly self-reliant.

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HR Function Effectiveness

IMPROVING THE STRATEGIC IMPACT OF YOUR HR DEPARTMENT

STRATEGIC HR

The areas that have the biggest impact on influencing high performance are:

- Attracting and retaining skilled staff,
- Having a performance-oriented mindset in the workforce, and
- Finding and developing talented leaders.

How does your HR organization stack up in delivering effective services and solutions that result in an increase in measurable business results?

HR transformation requires cost management strategies as well as changes in HR capabilities, services and solutions. Transformation Solutions can help you enhance your HR function in any of the following areas:

- Developing and deploying an HR strategy
- Creating a new HR service delivery model
- Implementing HR metrics/scorecards
- Aligning your HR strategy with your organizational culture, values and business strategies
- Identifying and addressing people-related risks and regulations
- Leveraging your HR resources so that you attract the employee of choice

OUR APPROACH

- We perform a comprehensive HR audit as well as conduct a general review of your current HR function, processes, resources, and delivery methods.
- We look at opportunities to streamline processes, recommend possible outsourcing opportunities where and if appropriate, and establish HR best practices.
- We interview key stakeholders to gain an unbiased review and value perception of services performed, along with their potential needs from your HR organization.
- We facilitate “information gathering sessions” with HR team members to better understand individual roles and skill-sets within the team. We assess and define core competencies needed for your HR organization to meet both strategic short-term and long-term objectives.
- We coach/mentor HR leaders in transitioning the function from tactical to strategic.
- We will work with you to define an HR strategy that supports your organizational strategy.



Outcomes

Absolute clarity on where the key HR challenges lie

A prioritized set of targeted, practical improvements

An understanding of the relative costs, risks and benefits that these improvements involve

A plan to better align HR to business objectives and outcomes

Talent Management

TOOLS FOR BUILDING ORGANIZATIONAL AGILITY

TOP-SPIN™

Organizational Agility, or the ability to respond to the changing environment more quickly and effectively than competitors is today's only remaining source of competitive advantage. Agile organizations ensure they have the right people in the right positions at the right time.

Top-Spin™ is a talent management process that builds agility. It is designed for leaders who think of managing the human side of change as an investment.



We will help you translate your strategic plan into people requirements, identify strategically critical positions, analyze your current capabilities, and provide you with a clear picture of the enablers and derailers in executing your strategy.

We will then help you develop a flexible game plan for strengthening and deploying talent to ensure the best long-term competitive advantage for your organization.

EMPLOYEE ENGAGEMENT

Transformation Solutions can help you increase your levels of employee engagement and retention through:

- Engagement Analysis
- HR System Alignment
- Management Development

ACCOUNTABILITY


Maximizing company performance is achieved by ensuring every employee understands what *results* they are expected to deliver, the level of quality of those results (measures); as well as how those results connect to the success of the business. We can help you build a stronger foundation for performance management.

flexible solutions for your business needs

STRATEGIC ALIGNMENT

High performing companies are adept at aligning individual performance with their strategic vision. We can help you:

- Establish individual performance expectations that align with the business plan as well as are achievable and realistic;
- Create meaningful performance measurement;
- Improve the line-of-sight to strategy of employees at all levels.

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Focus

We understand that time and money to spend on talent improvement initiatives is in short supply. We can help you to clearly identify your organizational depth, which of your high performers are also high potentials, as well as the versatility of your incumbents in key roles to help you target your investments strategically.

Impact

Top-Spin identifies the positions where improvement would have the greatest effect.

It is as applicable to a company of 50 as it is to a company of 1000+.

The tools and activities are practical.

You create YOUR "Best Practice" instead of trying to duplicate someone else's.

Selection | Succession Planning | Coaching

PERFORMANCE IMPROVEMENT USING HARRISON ASSESSMENTS TALENT SOLUTIONS™

Retention and peak performance both begin with putting the right person in the right job. The relationships and interdependencies between your selection, development, coaching, and talent/succession management programs are critical factors in improving productivity, reducing attrition and succeeding with talent management.

With so many interdependencies, how can you ensure that your organization is acquiring, developing and retaining the right human capital?

Using our powerful diagnostic tool, Harrison Assessments Talent Assessment Solutions™ (HATS), you will enhance retention and engagement through improved selection and hiring processes, focused coaching, and targeted learning.

HATS eliminates the need to have different assessment tools for different needs. One 30 minute assessment will enable you to generate:

- Job suitability reports
- Behavioral based interviewing guides
- Tips on how to attract the candidate
- Competency-based development templates
- Tips on how to manage, develop and retain
- Team strengths and challenges
- Many others. . .

HATS is used by over two million people in more than five thousand companies worldwide. The HATS System provides managers and coaches with effective tools for encouraging and enlisting top performance -- enabling you to build a solid foundation for talent selection, retention and development.

Comprehensive -- Uses a full spectrum of behavioral assessments, including personality, interests, work environment preferences and task preferences.

Instantaneous -- Uses a high-tech questionnaire that provides the equivalent of a full day of testing in only 30 minutes. Reports are available upon completion.


Accurate -- More than 30 validation studies have been conducted on HATS; each showing a predictive accuracy of greater than 80%. It has a built-in cross-referencing, lie-detection technology, with 99% accuracy.

Cost Effective -- Completion of the questionnaire enables the creation of multiple reports and applications written in easily understandable terms requiring no professional interpretation.

Flexible - Offers a complete research database of success traits for different position types as well as complete customization to your organization's values or specific job requirements.



Staffing Decisions can be **improved** from what is often just under a 50% Success Rate to well over **80%!**

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Achieve Solid Results

Reduce recruiting and attrition cost

Improve effectiveness of promotion and internal restructuring

Improve strategic workforce planning and succession planning by more accurately identifying and developing high-potential employees

Improve employee productivity, satisfaction and retention through better employee-job fit

Increase effectiveness of coaching, development and performance management by identifying behavioral traits correlated with specific jobs

Increase team productivity by improving working relationships and leveraging team member strengths

TEAM DEVELOPMENT

SUCCESSION PLANNING

INDIVIDUAL DEVELOPMENT

RECRUITMENT AUTOMATION