

Topic: Strategic Human Resources

Result:

Client organization moved human resources from an administrative function to a strategic contributor function resulting in greater effectiveness

The CFO of the client company contacted Consulting Resources to determine the competencies of the human resources group to help lead the changing strategic direction of the growing company. The intent senior leadership team was not to eliminate the existing human resources professionals but to clarify the knowledge, skills and behavioral competencies that were needed.

Key Steps:

- The Consulting Resources consultant team collected data, conducted individual interviews with the human resources staff, other internal constituencies, senior leadership members, and external constituencies.
- The Extended DISC Personal Analysis was used to profile the individual human resources staff. (These individual reports were for the consultant's review only and were not given to the company's leadership.)
- The Extended DISC Job Analysis leadership questionnaire was used for 2 key jobs within human resources. Up to eight respondents were selected to participate with the frame of reference to define the job as it should be to lead the changing strategic direction. The consultant team also completed the Job Analysis leadership questionnaire from their perspective.
- The Extended DISC baseline data provided the basis of strategic human resources profile and human resources jobs were re-aligned accordingly.
- The consultant's report of findings was presented and a new strategic direction was established for human resources. The strategic human resources group continues to contribute to the growing business model of the client company.

Topic: Leadership Retreat

Result:

Established greater team collaboration and established strategic objectives for company with ongoing accountability. Senior team also recognized where they each needed to adjust their behavioral approach to achieve the strategic objectives.

The Plant Manager and Human Resources Director contacted Consulting Resources to plan and facilitate a senior leadership retreat to build a collaborative mindset in order to achieve the strategic objectives for the coming year.

Key Steps:

- Consulting Resources met with the Plant Manager and the Human Resources Director to learn the company's strategic objectives for the coming year and obtain the desired outcomes for the strategic retreat.
- The learning objectives and curriculum outline was prepared and sent to the client company for review.
- Senior leadership members completed the Extended DISC Personal Analysis questionnaire on-line prior to the retreat.
- Consulting Resources facilitated the 2 1/2 day retreat in its Indianapolis office which included a review of the Personal Analysis report, established behavioral competencies needed to achieve the company's strategic objectives and reviewed the Extended DISC Team Analysis report.
- Senior leadership formulated action plans containing detailed collaborative approaches with accountabilities. The company continues to utilize the Extended DISC System as a strategic leadership tool.

Topic: Organizational Wellness

Result:

Company leaders discovered the temperature of the organization through employee perception on working conditions, performance management and supervisory/leadership issues as well as uncovered the natural behavior profile of the company that revealed communication issues and causes of stress. Strategic objectives were modified accordingly.

The company wanted to take its wellness program to the next level by examining the culture and behavior of the organization by using the Invigoration Analysis™.

Key Steps:

- Established on-line access and web link for the client company
- Presented purpose and process to employee group and disseminated written instructions
- With 100% participation, Consulting Resources compiled the cultural data and the behavioral data, using the Extended DISC Personal Analysis questionnaire
- Prepared and presented the Report of Findings which included the aggregate results of the cultural portion of the questionnaire and the Extended DISC Team Analysis Shotgun Map.
- Worked with company leaders to review the information and develop an action plan that integrated with the overall business strategy and its wellness program. The top key findings with critical action steps were presented to the employee group.
- The company continues to work on its action plan.

Topic: Training for Self-Sufficiency

Result:

Company representatives learn the Extended DISC System and implement the various tools within their business environment for increased effectiveness.

Company leaders do not want to continue to invest in consultant fees unnecessarily when its employees can do it in-house. The Extended DISC certification and on-going support addresses this need.

Key Steps:

- Consulting Resources discusses the client company's need and desired application for the Extended DISC System. Since the System contains over 10 tools, this discussion is very important to understand where the training focus should be to achieve the desired outcome
- One or more company representatives participate in a virtual certification, a public certification or an on-site certification.
- On-going support and follow-up are offered to the client to ensure success with the Extended DISC System