

Golden Career Strategies



Does your people strategy align with your business strategy?

If you are....

- Wondering about your employees readiness to assume more responsibility or a larger leadership role
- Concerned about talent retention or your succession plan
- Considering how you will handle disruptive organizational change
- Evaluating who may be candidates for executive coaching to grow from "good to great" or to better maximize their leadership skills

Golden Career Strategies offers the following services to help organizations deliver business results through Integrated Organizational and Career Development:

- **Assessments**
 - **Executive Coaching**
 - **Leadership Development**
 - **Talent Retention / Job Sculpting**
 - **Succession Planning**
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- **Assessments** – In addition to using assessments as an effective selection tool, we use them as a foundation for employee development or “Readiness” for a job, as a part of coaching, and as a part of succession planning. Our instruments and processes are valid, reliable, and state of the art.
 - **Executive Coaching** – We provide one-on-one coaching in concert with personal development activities that assist individuals in maximizing their potential at work. All of our coaches are trained, experienced, and extremely qualified to deliver this service.
 - **Leadership Development** – We provide a range of developmental experiences for individuals and groups, including one-on-one work, experiential classroom activities, on the job training, and temporary assignments. All activities are linked to the business goals of the individual and the organization.
 - **Talent Retention / Job Sculpting** – Finding and hiring top talent are always tough tasks; retaining star performers is even tougher. We can assist you in the development of systems and practices that enhance retention. Also, job sculpting is a way of merging job responsibilities with activities that make people more committed and that tap into their deeply embedded interests.
 - **Succession Planning** – Knowing which people are ready to assume greater responsibility and having a plan to provide them that opportunity, requires a thoughtful and planful approach. We can assist you in establishing a way to ensure that you have bench strength and the appropriate talent ready to deploy when needed.



Organizational Assessment – Follow a process that ensures mutual understanding of the problem and joint effort toward resolution.

Functional / Leadership Competencies – Establishment of required competencies necessary to execute your organization’s mission and deliver on your customer’s expectations.

Individual Development Planning – Identify what experiences, skills, and training are necessary to execute your required competencies.

Training – Provide the appropriate training and learning experiences that were identified in development planning.

Talent Review – Determine the right people, in the right careers, at the right time to give you bench strength and organizational agility.

Succession Planning – Plan for the future by recruiting, developing, and identifying those people who can fill key roles in the organization.

Performance Management – Gain operational efficiencies by optimizing productivity, building accountability, ensuring legal defensibility, and establishing your competitive edge.