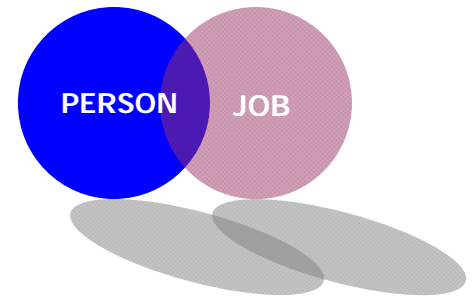


Development Services at EASI•Consult® are designed to help you make the most of your human capital assets. We know success in this area depends on the design and implementation of a meaningful plan. We work with you to plan, prepare, and execute customized solutions to the developmental needs of your employees and your organization. Our consultants are experienced professionals who are prepared to work with you in reaching the goals you have set.

▲Need for Development

The need for development can grow out of individual events such as additional responsibilities in a current job, a new position, or failure to perform in a current position. Organizational changes such as company wide or departmental reorganization, downsizing, acquisition, or significant growth can also highlight the need for development. The needs of the organization at a macro level can be identified through Workforce Planning or Succession Planning efforts, leading to a realization of new skills needed for the future. The goal of development is to provide opportunities for everyone. The most effective development programs excel at significantly accelerating the development of the most talented employees.



▲Assessing for Development (Assessing)

Assessment information can be gathered in a number of different ways:

- Behavior observations (from supervisors, peers and/or subordinates)
- Structured interview asking for job related examples
- Assessment Center exercises (demonstration of job related skills)
- Paper and pencil tests (designed to measure specific job related skills or attributes)

In each case a person is compared to some external standard. The more objective that standard, the more likely the information gathered will be useful and actionable.

▲Development Planning

An effective Development Plan contains the following:

- Clear objectives based on major duties or accountabilities in the job or assignment
- Specific and measurable objectives with a due date
- Tight alignment between the development need and the plan's objectives
- Specific activities within each objective that build upon and connect to one another
- Opportunities to demonstrate or reflect mastery once the objective has been achieved to internalize the learning
- Measurement and reinforcement of initial change and incremental progress
- Opportunities to apply skills training in an on the job situation to solidify change
- Ongoing discussions of the Development Plan between employee and supervisor.

▲Coaching

We are able to provide effective, professional coaching to supplement your development efforts. From the derailed high potential executive to the line manager, our consultants have the ability to balance the needs of the employee with the needs of the supervisor for information on progress. Bringing in an impartial third party who can be supportive or demanding as the situation requires can often facilitate progress and lead to a satisfactory win-win for all concerned.

