

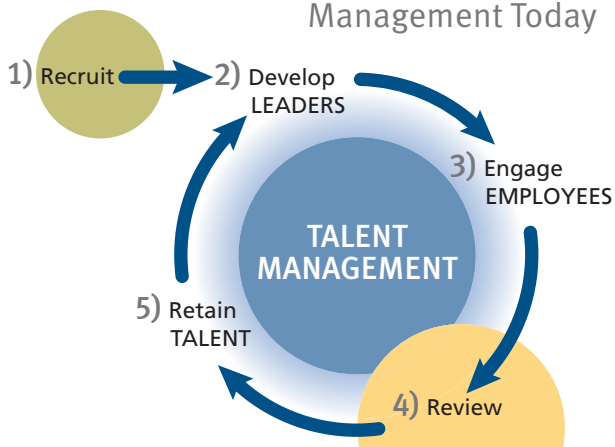
Strengthening your Core: Why Talent Management is More Important Than Ever

To succeed, an organization must develop leaders, motivate employees, create strong organizations, and ultimately, improve business results. From strategy to execution, our world-class consultants help you drive better organizational performance by focusing on your most important asset: your employees.

Each organization has its own challenges and diverse needs that require a deep knowledge of your people, processes, and technology. No one person or department has all the qualifications, much less the time, to manage it all. We help companies succeed by taking a forward-looking view of talent and effectively integrate it into your business strategy.

Our collaborative process begins first, by getting to know you, your core business, and the audiences you serve. Then, we're able to develop and drive a strategic plan to help make the most of your talent so you operate at your competitive best. Our consultants and strategic business thinkers can help you enhance the skills of your executive leaders, develop future leaders and build comprehensive and customized training and development programs.

5 Best Practices in Talent Management Today



Over 55% of CEO's rate "Effective Execution of Strategy" as their number-one challenge, given today's global marketplace chaos.

SOURCE: The Conference Board, "CEO Challenge 2008: Top 10 Challenges — Financial Crisis Edition," March 2008

KEY OFFERINGS

CoreAxis ADVISORY

Optimizing organizational performance to support growth

- Organizational assessment, restructuring & process redesign
- Talent management design, performance management, incentives and advancement processes
- Competency models to support business strategy
- Change management services

CoreAxis LEADERSHIP

Enabling growth by enhancing the capabilities of your people

- Talent assessment and succession planning
- Customized executive and management development programs
- Executive coaching to develop core leadership capabilities

CoreAxis WORKFORCE

Supporting your talent across the employee lifecycle

- Recruitment and outsourcing support
- Onboarding strategy
- Employee assessment
- Mobility, diversity and career path planning
- Employee engagement and retention programs
- ROI-driven programs, instructional design and eLearning
- Outplacement services

Why consider CoreAxis?

CoreAxis has created a network of experienced Talent Management Professionals with specific expertise in integrating business and talent strategy to drive organizational success. Our network of world-class consultants brings the insight, skill, and experience you need to identify your critical talent and organizational issues and then develop and execute practical solutions.

Experience: Our consultants are seasoned professionals with an average of 15 years of business experience across a variety of areas, including business operations, management consulting, learning and development and talent management.

Flexible: Unlike most consulting firms, CoreAxis has a flexible staffing model that provides you the help you need, when you need it — no more and no less. This ensures that you get real value and focused help where you need it.

Proven Results: Our success is a function of the results we deliver for you. CoreAxis has worked with a variety of organizations, ranging from large Fortune 500 firms, including the largest asset management company in the U.S., to mid-sized, growth-oriented firms. In each case, our collaborative and practical approach, and our focus on results deliver ROI for our clients.

In a study of 40 companies of various sizes, 44% of the stronger financial performers had almost 100% aligned goals at the managerial level. None of the weaker performers did.

SOURCE: Berggren & Fitz-enz, *How Smart HCM Drives Financial Performance*, 2006.

RECENT RESULTS

New Leadership Development

CLIENT: Major Commercial Bank

BUSINESS CHALLENGE: Bank executives wanted to develop and deliver a highly-effective “New Leader Program,” but did not have the internal resources to do so. As a result, they launched a search for proven thought leaders in the marketplace to design, develop, and deliver the program. CoreAxis was selected to develop and deliver this program.

SOLUTION: CoreAxis designed, developed, and co-facilitated a national roll-out of the New Leader Program. We partnered with industry thought leaders who have expertise in leadership, behavioral tools, HR analytics, and unique coaching methods.

We also created a program in which each “new leader” understood what they were accountable for and how to manage their own leadership report card.

RESULTS: The program increased the performance of key leaders and enhanced retention. Participants said they were more engaged in their roles at the company as a direct result of the program. They also felt empowered in their ability to make decisions based on what they learned about themselves and the overall strategy of the company. They learned that to be a true leader who gets things done, you have to bring people with you; you need to lead by example and create a movement.

WE'VE HELPED MANY CLIENTS integrate their talent management and business strategies.

Go to www.coreaxis.com to SEE MORE RESULTS.

