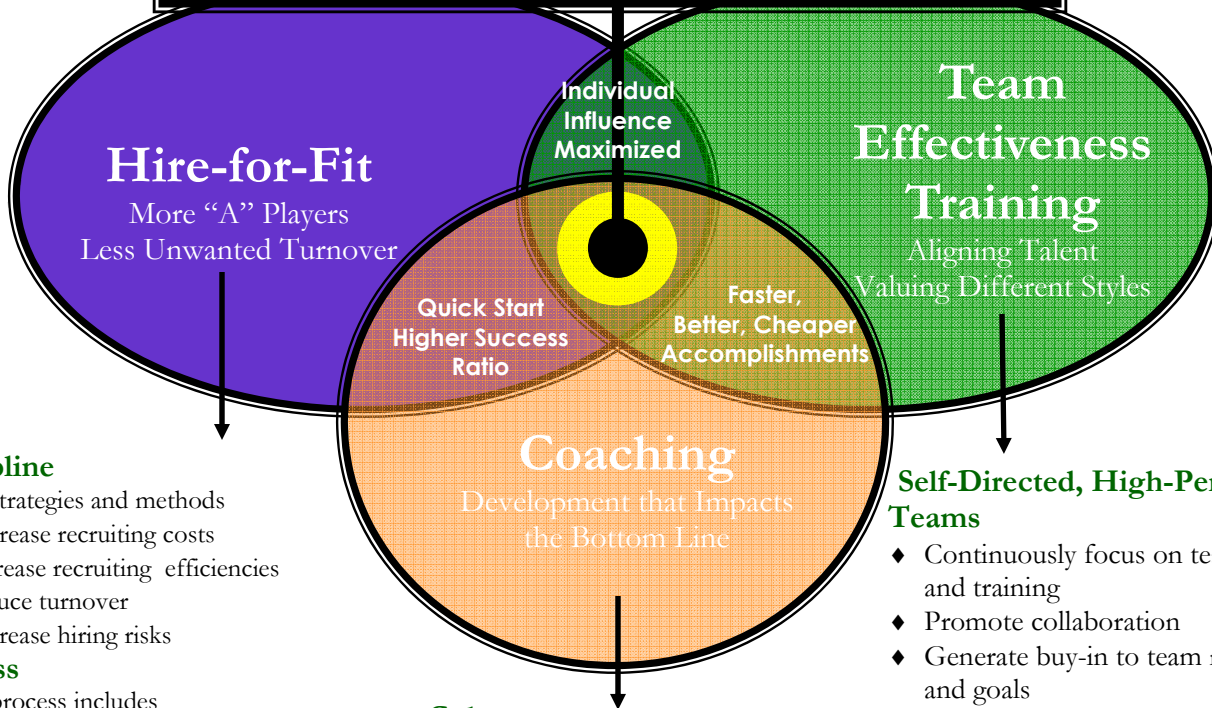


THE  
NIELSON  
GROUP

# THE NIELSON GROUP

Best Practice Solutions for Breakthrough Performance

**Individual Performance at its Best**  
**Organizational Goals Accomplished**  
**Low Turnover**  
**Personal Growth**  
**Bottom-line Improvements**  
**Succession Planning to Ensure Future Success**



## Discipline

- Our strategies and methods
- ◆ decrease recruiting costs
  - ◆ increase recruiting efficiencies
  - ◆ reduce turnover
  - ◆ decrease hiring risks

## Process

- Our process includes
- ◆ defining and profiling the job's key accountabilities and talent requirements
  - ◆ Filtering candidates effectively at every stage
  - ◆ Focusing on high-potential applicants sooner
  - ◆ Training interviewers and providing effective, reliable assessment tools

## Content

- ◆ Assess for job fit with accurate, reliable and valid criteria
- ◆ Make selection decisions using objective reliable inputs

## Onboarding

- ◆ Enable employees to perform their new role successfully

## Culture

- ◆ Align performance to the business
- ◆ Promote coaching throughout the organization—not just for executive leadership

## Learned Skills

- ◆ Train managers and supervisors to coach others
- ◆ Focus on and develop required role-specific competencies

## Individual-Focused

- ◆ Develop high potential faster than if left to develop on their own.

## Self-Directed, High-Performing Teams

- ◆ Continuously focus on team skills and training
- ◆ Promote collaboration
- ◆ Generate buy-in to team norms and goals

## Integrated Application

- ◆ Develop at all organizational levels
- ◆ Increased self-awareness
- ◆ Enabled to see others' talents
- ◆ Ability to adapt to other styles
- ◆ Align individual contributor role with team role



## Coaching Organizations for Breakthrough Performance

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