

THE NIELSON
GROUP



FORWARD TO

- Chief HR Officer
- Chief Leadership Dev Exec
- Chief Operations Executive

Contact Information

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Facts* not true for our clients:

- 46% of new hires fail within the first 18 months
- Only 19% of new hires achieve 'unequivocal success' within 18 months of hire
- Failures are almost always attitudinal, such as lack of coachability (89%) rather than lack of aptitude (11%)

*According to Leadership IQ



"Leadership is the art of accomplishing more than the science of management says is possible."
Secretary of State Colin Powell

Company Profile

The Nielson Group, founded in 1998, is in the business of creating success at the individual, team and organizational level. We focus on bringing out the best in people and processes for breakthrough performance. We practice the art and science of organizational improvement strategies – designing and delivering best practices within Fortune 500 companies and mid-size industry leaders. We integrate agility and innovation to create business transformation through leading edge human capital management strategies. We value practical, high-impact, proven solutions on the cutting edge of total talent management.

Our Services

At The Nielson Group, we are dedicated to providing you with the best human capital management and business transformation strategies and tools. When we work together you receive clear, consistent, thoughtful guidance and direction that keeps your needs paramount and creates powerful momentum for getting results and achieving goals. For each team or organization, we create fully-customized action plans that encompass your unique needs utilizing powerful talent assessments, experiential learning methods, and tangible coaching.

Human Capital Management

- Strategic Talent Assessment and Retention (STAR)
- Leadership Development

Business Transformation

- Change Management
- Lean/Six Sigma Implementation

Our Commitment

...bringing high value, strengthening talent capabilities, creating greater organizational alignment, role awareness, productivity and success.

Our "3D" Change Methodology

STAGE 1: DISCOVER

- 1.1. Investigate Causes
- 1.2. Diagnose Situation
- 1.3. Synthesize Options
- 1.4. Plan Transition

STAGE 2: DEVELOP

- 2.1. Develop Support
- 2.2. Coach Individuals
- 2.3. Communicate Throughout
- 2.4. Demonstrate Value

STAGE 3: DEPLOY

- 3.1. Measure Progress
- 3.2. Evaluate Results
- 3.3. Optimize Outcomes
- 3.4. Celebrate Success

Our People

Knowledgeable, Collaborative, Committed

...Consultants averaging 20+ years of experience in business transformation and human capital management

Carl Nielson, CPBA

Sr. HCM/OD Consultant and Executive Coach



Carl Nielson has over 25 years of experience in the field of strategic human capital management and organization development including leadership development, team and professional development, coaching and hiring for fit. He brings over 15 years of Fortune 100 HR management experience and over 10 years of consulting and coaching in diverse industries. He holds a B.S. in Organizational Psychology and is a Certified Professional Behavioral Analyst, Certified Professional TriMetrix HD Analyst and certified facilitator of The Coaching Clinic™ for managers. .

Rajesh Tedla, MSIT, MBA

Business Enterprise Master Consultant & Executive Coach

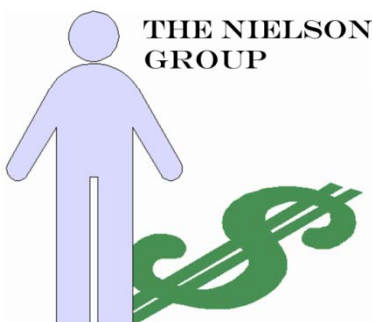


A respected and recognized executive and leader in the leadership development, six sigma and executive coaching fields, Rajesh Tedla has more than 23 years experience as a practitioner and consultant in both HR and Lean/Six Sigma. He served as an Sr. VP for Strategic Marketing for a fortune 10 company. He holds BSME, MSIT and MBA. His certifications include CPBA, CPVA, CPTriMetrixHD.

Sample Client List

Across Diverse Industries and Organizational Size

- AI Engineers, Inc.
- APL Engineered Components, LLC
- Conveyco Technologies
- Diageo Group of Companies
- Harman International
- Horizon Services Corporation
- Interpreters and Translators, Inc.
- Medtronic Surgical Technologies
- City of Celina, Texas



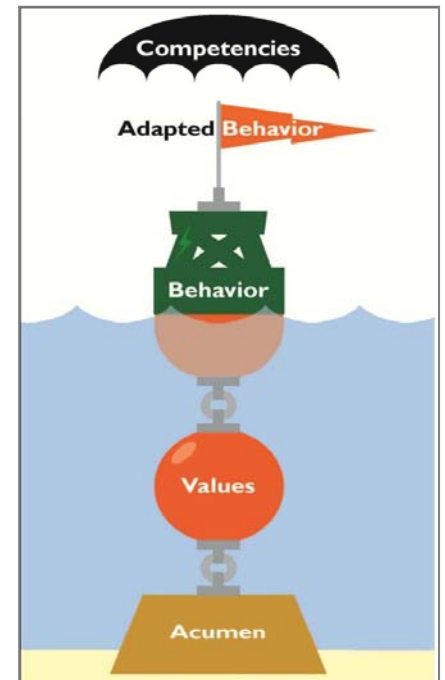
Human Capital Management Best Practice Solutions

Strategic Talent Assessment & Retention (STAR)

- Make the most of your talent – align the right people to the right jobs
- Transform talent acquisition from art to science
- Enhance your bottom line through more effective people management
- Organizational climate, individual talent and job benchmark assessments

Leadership Development

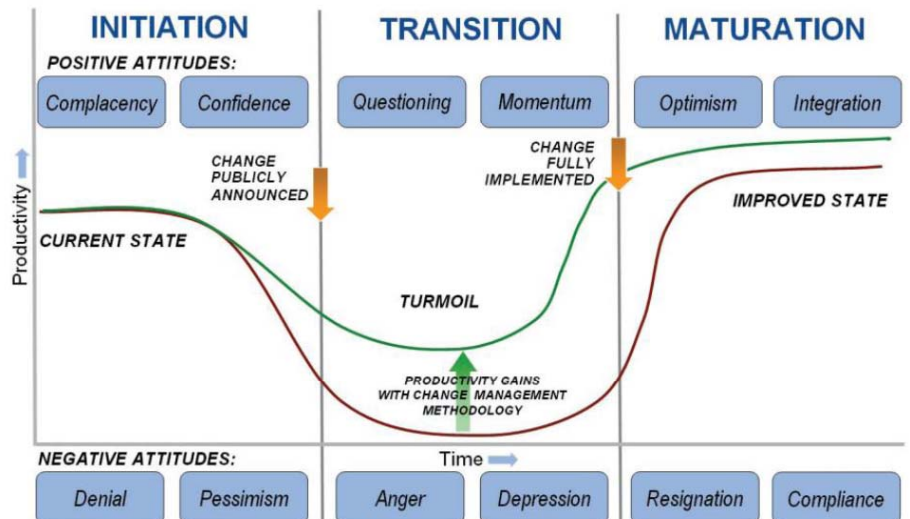
- Leadership Team competencies and collaboration development
- Aligning leadership actions with business transformation goals
- Individualized executive coaching

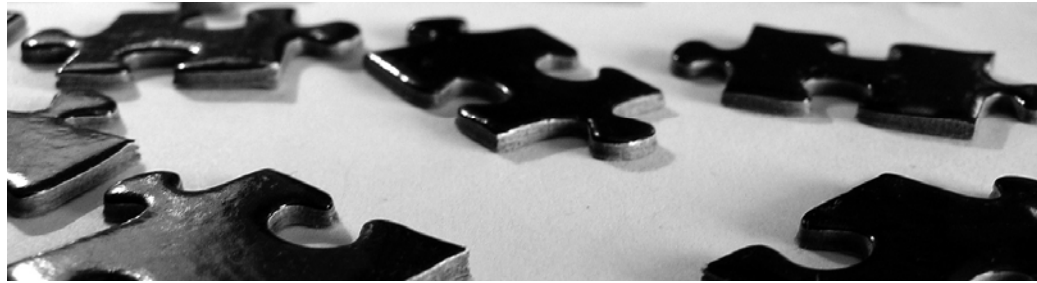


Business Transformation

Our Business Transformation solutions are designed to quickly and sustainably impact your bottom line results by streamlining your business, teaching critical thinking skills, implementing innovative solutions to problems, and eliminating waste from your processes.

- **LSS 4.0™** - A breakthrough program that achieves sustainable results, LSS 4.0™, aligns and integrates Lean and Six Sigma process improvement with "the people side" of team performance. LSS 4.0™ harnesses the enormous potential for human capital effectiveness that is not captured by traditional process improvements alone.
- **Business Process Management Systems (BPMS)** - a time-tested approach to actively managing one or several processes, with continuous end-to-end responsibility and accountability assigned to process owners. BPMS drives performance and ensures that both the customer's and organization's needs are met.
- **Innovative Problem Solving™ (IPS)** - To reach its full potential, your organization must institute world class, value-added processes that reduce or eliminate waste and keep your customers' needs at the forefront. IPS is an action-learning, project specific program that helps your organization achieve these objectives and solve business problems quickly and effectively.





A Complete Assessment Solution

Value Statement

In today's highly competitive marketplace, hiring, developing and retaining top talent is crucial to success. Industry leaders go beyond the traditional resume, interview and yearly review process to use accurate, bias-free assessments to examine individual performance.

Based on a unique, 55-factor analysis, TTI TriMetrix HD® examines the Behaviors individuals bring to the job, the Motivators that drive them, do they possess the Acumen to do the job and their potential to provide the Competencies required by the job. It reveals specific details in four areas that describe the how, why, what and can of superior performance.

As a job benchmarking tool, these four areas define the requirements of each job, providing a complete system to compare talent to the position and achieve the optimum job fit. The comprehensive design of TTI TriMetrix HD ensures that you hire, develop and retain the best possible talent.

Job Benchmarking

If a job could talk, it would explain precisely what was necessary to achieve superior performance. We could ask it to tell us about the:

- Knowledge a person needs
- Personal attributes required to drive success
- Rewards for superior performance
- Hard skills vital for the job
- Behaviors necessary to perform at peak levels
- Intrinsic motivators

But we know a job can't talk, right? We use a patented process that leads to an understanding of the knowledge, intrinsic motivators, personal attributes, behaviors and hard skills required of each key accountability for the job in question.

Applications for the TriMetrix go beyond the hiring stage to include new-hire on-boarding, professional development goal setting and planning, managing and motivating strategy, and succession planning.

Assessments for Total Talent Management Life Cycle

- Job Matching
- Talent Selection and Retention
- Aligning Talent Management to Strategic Planning
- Employee Coaching and Development
- Performance Appraisals
- Succession Planning & Organizational Development

Where Opportunity Meets Talent®

Behaviors: The How

Knowledge is the biggest modifier of behavior. Based on the DISC theory, behavior is measured in four dimensions; dominance, influence, steadiness and compliance which are translated into a hierarchy of twelve behavioral traits scored on a 10-point scale. The results enhance the hiring process by revealing how an individual will perform. Behavioral coaching and our Dynamic Communication workshop, based on the DISC model, empower individuals to take action towards professional growth.

Motivators: The Why

As a window through which we view the world, motivators are the drivers of our behavior, or what motivates our actions. Motivators are measured in six areas: theoretical, utilitarian, aesthetic, social, individualistic and traditional. With the knowledge of motivators, you can encourage employees in a way that satisfies their inner drive right from the start. The results will benefit both hiring and coaching initiatives by revealing why an individual acts the way they do, or what motivates their behavior.

Acumen Indicator: The Can

Unique in its ability to assess how astutely a person analyzes and interprets their experiences. A person's acumen, or keenness and depth of perception or discernment, is directly related to their level of performance. The stronger a person's acumen, the more aware they are of their reality in both their external and internal world. The report will give insight into the thought processes that affect performance, describing their potential for superior performance.

Competencies: The What

The TTI TriMetrix HD Report describes an individual's strengths in 25 research-based capacities, or personal skills, that are directly related to the business environment. Through the assessment of an individual's own personal skills, this quantitative measurement tool analyzes each capacity on three levels: mastery, some mastery and no mastery. The top skills outlined in the report highlight individuals' well developed capabilities and reveal the areas where they are most effective. When used as a benchmarking tool, this component helps ensure the inherent skills of each individual match the personal skills required by the job.

Acumen indicators show potential a person can access for job performance.

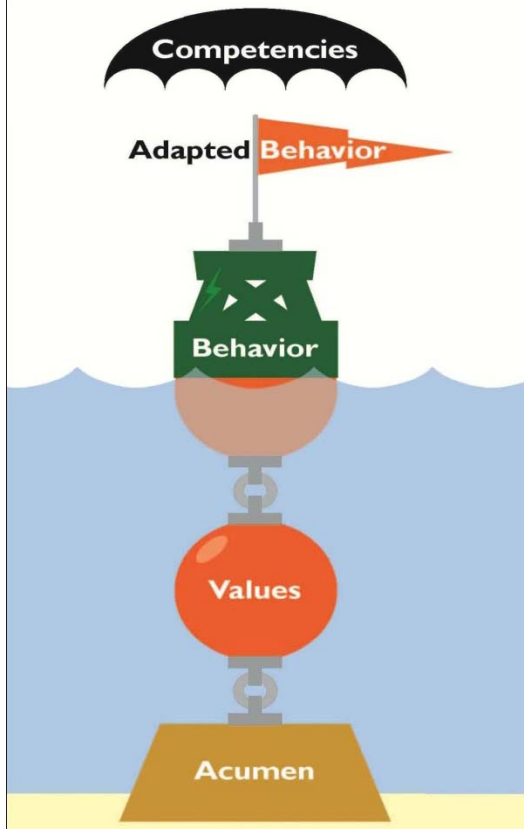


Behavioral traits show how a person will get the job done.



Intrinsic motivators reveal why a person is motivated to perform on the job.

Skill Competencies are what competencies a person has demonstrated in prior work.



Job Benchmarking - Creating Competency Models Quickly, Easily, Cost-Effectively For Hiring, Development, Organizational Planning

1-Identify The Job

Re-evaluate organizational needs with each opening

- Department Manager
- HR Business Partner

2-ID Stakeholder & SME

Obtaining input is key. Ask key people to participate.

- Department Manager
- Stakeholders
- Subject Matter Experts including incumbent
- The Nielson Group or the HR Business Partner facilitate the benchmarking process

3-Explain The Process

Benchmark participants form a short-term team

- Watch the short online presentation as a group
- Establish time-line for the benchmark process

4-Discuss Key Accountabilities

Discuss department/section/division business goals

- What does this role need to deliver?
- Why?
- Current job description is a good starting point
- Draft key accountability statement

5-Prioritize and Identify Key Priorities

Gain agreement on key accountability statements

- Weight each statement based on amount of time required to deliver
- Rate level of importance to the role's success (all key accountability statements are important)

6-Complete the TriMetrix Job HD

All benchmark team members complete the TriMetrix Job HD.

- Other stakeholders?
- Distribute final key accountabilities with instruction

7-Generate Composite TriMetrix Job HD Report

Performed by The VRT Mgmt Group or your internal TriMetrix coordinator

8-Verify the Results of the Composite

Final meeting of team. Facilitated discussion to discuss and debate the results. Did we get it right?

- Department Manager
- Stakeholders/SMEs
- HR Business Partner

9-Validate the Job Benchmark

Optional Step:

- Assess incumbents using the TriMetrix Talent tool
- Analyze personal performance vs Gap report results
- Independent High-to-Low performance ranking vs High-to-Low TriMetrix predictive analysis

10-Document Job Benchmark

Compile key accountabilities and composite TriMetrix Job HD into one document (Master Job Profile (MJP))

- Incumbent development strategy based on TriMetrix Gap Analysis
- TriMetrix Talent Coaching Report
- Hiring: Interview questions
- HR Master Job Profile Library

Our People

Knowledgeable, Collaborative, Committed

...transnational network of consultants averaging 15+ years of experience in Change Management, Human Resources, Lean and Six Sigma, Leadership Development and Executive Coaching, including:

CARL NIELSON Strategic Partner



...has over 20 years of experience in the field of strategic human capital management and organization development including leadership development, team and professional development, coaching and hiring for fit. He served as an HR Director for a large law firm. His formal education includes a B.S. in Organizational Psychology .

Rajesh Tedla, MSIT, MBA Business Enterprise Master Consultant & Executive Coach



A respected and recognized executive and leader in the Change Management, Leadership Development, Six Sigma and Executive Coaching fields, Rajesh Tedla has more than 23 years experience as a practitioner and consultant. He served as an Sr. VP for a division of fortune 10 company. He holds BSME, MSIT and MBA. His certifications include CPBA, CPVA, CPDA & CPTHD.

WHY WE'RE DIFFERENT

- Experts:** Research-based knowledge, best practice sharing, and real-world experience
- Agile:** Innovative and flexible solutions to address modern, complex business problems
- Global:** Transnational approach, meeting local needs, bringing global results
- Mentors:** Knowledge transfer to make you stronger and better than when you started
- Coaches:** Sustaining the progress for short term and long term benefits

OUR COMMITMENT

...strengthening your capabilities, leaving you more aligned, more aware, more effective