

our consulting services

viaPeople's industrial/organizational psychologists have decades of experience and domain expertise in developing performance management software solutions. While our expertise covers many areas spanning from recruitment and selection through training and development, our primary focus is on performance and talent management, including competency modeling, 360 degree feedback and succession planning. Our Consultants have the knowledge, experience and proven success to work with your organization to develop custom solutions that align with your strategy, values and culture.

competency modeling

Our Consultants can help you develop core and job-specific competency models using their proven methodology and comprehensive competency database. These models will provide the foundation for all of your HR processes:

- Recruitment: know what you're looking for in a candidate
- Selection: understand which skills are most critical in your hiring process
- Training and Development: focus your resources on specific needs
- Succession: identify those ready for advancement and leadership roles
- Compensation: reward performance accurately and consistently

performance management

Whether you're designing a new performance evaluation process or improving an existing one, our Consultants will assist you by:

- Evaluating your current processes and forms
- Sharing best practices on current trends in the field of performance management
- Designing the system so that it serves organizational goals and the unique needs of individual business units
- Drafting communication plans and assisting internal champions to secure buy-in
- Delivering training on how to provide accurate ratings/effective feedback

360 degree feedback

All too often, organizations put forth tremendous effort collecting data with little or no action on the results. We'll assist you in:

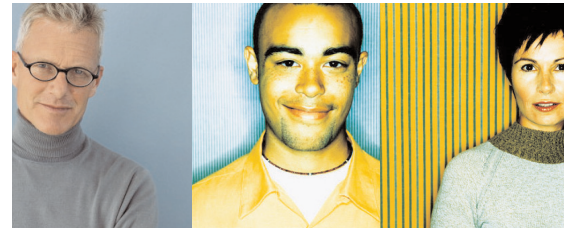
- Defining the purpose and process of the 360 initiative
- Constructing 360 surveys
- Conducting feedback and action planning seminars
- Leading team 360 feedback sessions
- Delivering one-on-one feedback sessions for executives
- Presenting aggregate survey results to executives

development planning tools

Our Development Planning Tools are a practical resource consisting of:

- A system for building employee development plans
- A resource for on-the-job actions
- An in-depth library of development suggestions and resources





our consulting services

talent management and succession planning

By combining our sophisticated talent management software and domain expertise, our experienced Consultants will work with your HR team to design a robust system that will enable you to:

- Instantly identify succession needs
- Recognize performance gaps
- Easily search for available talent

survey development

Working with experts in instrument design ensures your survey initiative measures the most meaningful data. Our Consultants will help you:

- Isolate the factors most important to company or employee success
- Develop the quantitative and qualitative survey items to best measure these areas
- Determine which types of organizational or individual reports provide the insight into strengths, weaknesses, and opportunities for improvement

performance driver analysis

Using extensive knowledge in HR metrics, our industrial/organizational psychologists will statistically examine the relationships between employee behavior and your company's financial and operating metrics (e.g., revenue, market share, retention, employee engagement). Through this analysis, we will provide you with a "top performer" profile that can assist in:

- Refining your selection procedures
- Targeting your training and development investment
- Developing clear guidelines for compensation
- Identifying top performing groups within the organization
- Identifying talent before and after mergers or acquisitions to identify performance gaps or areas of overlap

implementation consulting and project management

Our consulting team will assist you in every phase of implementation to achieve the maximum productivity gains and performance improvements. These services include:

- Determining project scope and objectives
- Establishing goals and timelines
- Coordinating internal and external resources
- Tracking progress and measuring success against goals

