

CAMBIAR ORGANIZATION DEVELOPMENT MODEL

What Is It Like to Work at Your Company?



Using the Cambiar Organization Development Model, we can help you to assess each of the key components of your approach to managing your talent.

Do your people feel like they are your most valuable assets?

Are your Human Resources systems and process integrated with the other parts of your business? Do your employees understand their role in achieving your strategy? Are employees proud to say that they work at your company?

Using the Cambiar Organization Development Model, we can help you to assess each of the key components of your approach to managing your talent. And because every organization is unique, our approach is flexible enough to recognize those special hallmarks of your company’s culture.

STRATEGY

Are your Human Resources efforts rooted in a defined, broadly communicated strategy?

We help you to ensure that your business strategy drives all of your management and organizational processes, including your talent management strategy.

CULTURE AND CULTURAL CHANGE

Does your culture support your strategy?

We assess your “employer brand” and identify those areas that may be getting in the way of your success.

We then develop tools and recommendations to create a robust environment that will support the strategy, while attracting and retaining quality staff.

RECRUITMENT AND SELECTION

Undertaking a search assignment should be more than just poring over resumes. Are you optimizing your recruitment process?

We use our industry knowledge to help you to develop an optimal candidate profile.

We can train your managers in our proven interview techniques to enable you to select the best person available. In addition, we can develop a customized role for Cambiar to assist you with any or all of the recruiting and selection process.



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EMPLOYEE DEVELOPMENT

Are you providing opportunities for employees to enhance their skills and knowledge?

There are many many ways in which to provide meaningful development experiences. These include performance management programs, linked to the strategy of the company; coaching/mentoring, or job development or rotational assignments as well as conventional seminars and classroom training.

We can help you shape your employee development strategy as well as create some of all of the components.

Finally, we can help you to communicate, train, and implement some or all of the elements of your employee development strategy.

ORGANIZATION & SUCCESSION PLANNING

Does your human resource planning benefit from the same sort of structured process you apply to everything from financial management to your IT strategy?

Developing such a process – including succession planning – can focus your leadership team on your most important asset—your talent. Ultimately, you will have a plan to confidently move forward. We integrate succession planning with organization planning, leading to a comprehensive roadmap for your talent management initiatives.

REWARDS AND RECOGNITION

Are the rewards and recognition necessary to drive your strategy in place?

Whether your salary program needs a tune-up, your bonus and incentive plans require some refinement, or you want to develop a simple recognition program to focus on a few key behaviors, we can assist you. Working with you and your leadership team, we will perform a comprehensive assessment of your current programs, and develop appropriate strategies, tools and employee communications. Just as importantly, we'll be there with you for implementation.

Cambiar assists market research agencies and corporate research departments who seek to thrive in a changing, challenging world. For more information, visit us at www.consultcambiar.com.

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