



## *Aligning Talent with Strategy to Reduce Execution Risk*

New strategies require alignment of the talent needed for execution. If talent is misaligned, then the potential for inefficiency and confusion increases, which puts successful execution at risk.

We help you quickly understand where your talent is today and how it needs to evolve in the future. We then implement systems for selecting and developing people necessary to operationalize your new strategy. With us, you will reduce costs, confusion, and risk associated with strategy execution

## According to McKinsey, 70% of Transformation Programs Fail

### *What Makes Our Approach Better?*

As a Certified Caliper Partner, we are backed by a leading global organization with the highest standards in the assessment industry.

Unlike competitors that offer only assessments, organizational consulting, or pre-packaged training, we offer a proven comprehensive solution that encompasses all three of these capabilities in a fully integrated manner. We are both high tech and high touch, with the expertise to customize programs that meet your exact needs.



## *Our Approach: Aligning Talent with Strategy for Better Execution*

### **A. Deploy Strategic and Cultural Diagnostics**

- Determine the impact of your new strategy, goals, culture, or values on the current organization.
- Learn what you have already done to get to this point and build on your work instead of reinventing the wheel.

### **B. Collect Organizational Culture and Climate Survey Data**

- Assess the culture and organizational climate to determine gaps between the current and desired future state.

### **C. Identify Broad Organizational Competencies**

- Determine the organizational competencies necessary to execute the new strategy.

### **D. Identify Critical Individual Roles and Talent**

- Identify the roles that are most critical for the new strategy to succeed to prioritize success profiles.

### **E. Establish Success Profiles**

- Define the competencies necessary for success in critical roles.

### **F. Assess Individuals Against Future Success Profiles**

- Determine the current state of your talent relative to the critical roles and the success profiles.

### **G. Identify Gaps and Strategies to Close Gaps**

- Determine the developmental activities necessary to close the competency gaps.
- Transform your organization and individuals from where they are today to where you need them to be in the future.

## *Expected Benefits: Better Execution of Strategy and Growth of Shareholder Value*

### **Chief Executive Officer**

As a CEO, you are responsible for building shareholder value. You have sold your board on your vision and plan, and they are holding you accountable to execute on your strategy. More than ever, you need the talent in your organization to be aligned with the strategy you intend to execute. We can help you quickly gain an objective view of the state of talent in your organization and develop a plan to align that talent with your vision and plan.

### **Sales Leader**

As a sales leader, you are accountable for “hitting your number.” You need sales managers who buy into your strategy and have the capability to motivate and develop their teams accordingly. Furthermore, you need salespeople with potential to be successful in your organization. If your managers and reps don’t succeed, then you will have difficulty succeeding. We can help you quickly gain an objective view of the state of your sales talent and align it with the factors that drive success for you.

### **Human Resources Leader**

As a VP of HR, your CEO is counting on you to help align the talent necessary to execute organizational strategy. Your ability to get a seat at the table depends on you bringing new ideas and solutions that achieve these talent objectives in an efficient and effective way. We help you quickly understand where your talent is today and how it needs to evolve in the future. We then implement systems for selecting and developing the people necessary to operationalize your new strategy.

**For more information, please contact**

Comus Consulting <http://comusconsulting.com> | Corey Gerhart, President | [corey@comusconsulting.com](mailto:corey@comusconsulting.com)  
732.302.0447