

Inspirillion™ Employee Development Program

SUSTAINABLE PERFORMANCE — MAXIMIZING HUMAN POTENTIAL

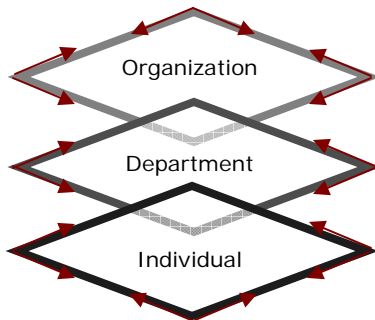


"People are generally better persuaded by the reasons which they have themselves discovered than by those which have come into the minds of others." Pascal

Description and Benefits

The Inspirillion™ competency-based employee development system energizes and aligns your workforce, improves employee morale and retention, and binds all aspects of HR, from selection, to development, to succession planning.

Inspirillion™ employee development system is a nested strategic competency framework, operating with equal effectiveness at individual, departmental, and organizational levels. The system equips managers and a firm's top leaders with a powerful tool for maximizing the overall investment in human resources.



Inspirillion™ employee development system brings out the best in people, by celebrating strengths, and reframing the role of management in day to day interactions with team members.

Strategy and Competency

Communication of Nested Strategies

Individual learning strategies support departmental strategies; departmental strategies support overall organizational strategic intent. This nested learning strategy is easily understood in theory, and difficult to create due to competing organizational priorities. We bring attention to the system through key communication and branding strategies. When we finish, there is little doubt that Inspirillion is a key organizational initiative.

Competencies: Behavior Based

Competencies prescribe concrete behavior compatible with job success; the greater competency mastery throughout the organization, the greater an organization's success.

Inspiration and Aspiration

Inspirillion™ is a powerful motivator since it asks of all organizational members, "What do you want to create for yourself?" Supervisors and Managers become coaches and mentors in supporting and furthering employees organizational aspirations.

Powerful Management Tool

Because Inspirillion™ works on the level of behaviors (which can be observed, measured and tracked), managers can structure development conversations on a pre-determined competency framework that correlates to group, departmental, or divisional success.

About Us:

We are a full-service organizational effectiveness consultancy devoted to maximizing your investment in human capital in a sustainable, socially responsible way.

Services we offer in addition to Inspirillion™ include:

- Strategic planning
- Change management
- Team and leadership development
- Experiential learning simulations
- Competency modeling
- HR Scorecards
- Consultative facilitation
- Organizational alignment programs
- Culture change



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helping organizations achieve a sustainable advantage...in a sustainable way.