

hw consulting

DEVELOPMENT

**Workforce
Excellence!**

www.harriswhitesellconsulting.com



STATE OF DEVELOPMENT

ORGANIZATIONAL DEVELOPMENT

Compelling Business Impact

- Financial: 2.4X more likely to exceed financial targets
- Shareholder Value: 53% higher returns
- Performance: 11% greater profitability
- Productivity: 20% employee performance improvement

LEADERSHIP DEVELOPMENT

Challenges and Opportunities

- Leadership Gaps: 11% have strong leadership bench
- Development Need: 48% fail to meet business objectives
- Program Impact: 8.8x more likely to have high leadership quality
- Critical Priority: 86% leaders believe LD is a critical issue

WORKFORCE DEVELOPMENT

Development Urgency

- Skills Disruption: 44% workers skills disrupted in next 5yrs
- Future Readiness: 60% of workers need development by '27
- Current Needs: 58% today's workforce needs new skills
- Skill Gaps: 87% executives report skill gaps in workforce

EMPLOYEE PERSPECTIVE

Employee Demand

- Retention: 94% employees would stay longer if developed
- Development Desire: 77% want to learn new skills or retrain
- Future Concerns: 35% worried role will be obsolete in 5 yrs
- Engagement Effect: Satisfied employees are 3x more likely to stay



WHAT IS DEVELOPMENT

Development is a strategic, long-term process focused on enhancing skills, knowledge, and abilities of individuals at all levels within an organization to maximize their potential and their ability to effectively contribute to overall organizational success.

Development draws upon models and processes that focus on identifying and nurturing key competencies, fostering a culture of continuous learning, and aligning individual development goals with organizational objectives. It encompasses various initiatives and activities, including training programs, professional development opportunities, coaching, mentorship, and other interventions designed to nurture and optimize talents and capabilities of employees.

ORGANIZATION | LEADERSHIP | TEAM | PROFESSIONAL DEVELOPMENT

DEVELOPMENT

Development is crucial for building a skilled and engaged workforce, fostering innovation, and ensuring long-term growth and sustainability - a critical investment in human capital and organizational success.

■ Involves

- Building strategic alignment and thinking capabilities
- Performance management integration
- Enhancing leadership competencies
- Fostering professional growth
- Preparing for future roles
- Creating sustainable behavior change
- Positive feedback and recognition
- Driving organizational transformation
- Building change adaptability

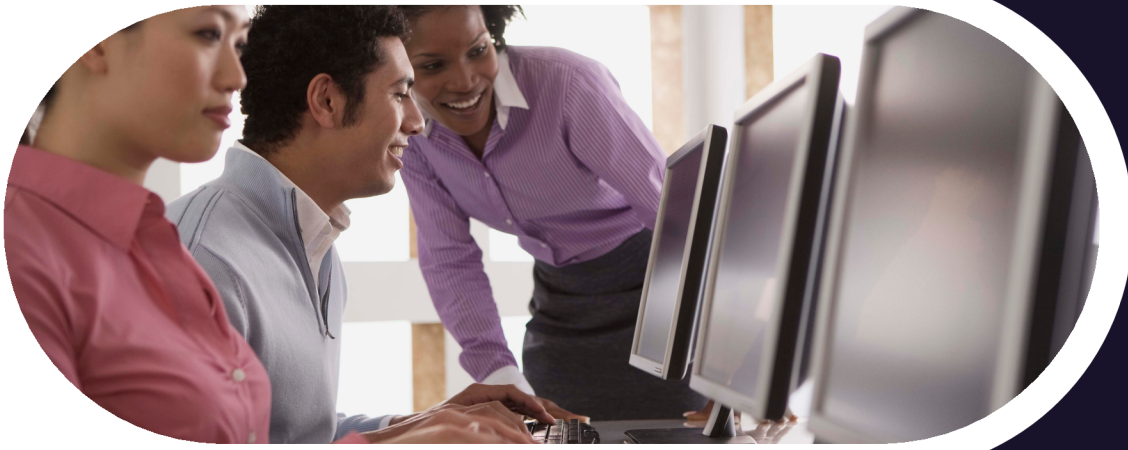
■ Key Characteristics

- Long-term focus (months to years)
- Flexible and personalized approach
- Continuous learning journey
- Focus on future potential
- Behavioral and mindset changes
- Strategic capability building

■ Key Benefits

- Enhanced Employee Performance
- Clear Communications
- Increased Employee Engagement
- Retention of Top Talent
- Succession Planning/Management
- Innovation and Adaptability
- Alignment of Organizational Goals
- Improved Organizational Culture
- Competitive Advantage





OUR APPROACH

HAVING WELL THOUGHT OUT DEVELOPMENT STRATEGIES THAT ARE ALIGNED WITH YOUR BUSINESS STRATEGY AND CULTURE WILL ENSURE HIGH PERFORMANCE AND ORGANIZATIONAL HEALTH.

We initially conduct a thorough needs assessment to identify the learning and development gaps and strengths. We work with our clients to design tailored learning and development pathways and programs that deliver and transfer measurable outcomes, continuous improvement, and sustainable results.

Throughout the process we work diligently with our client to minimize and eliminate encountered pitfalls and obstacles that often occur with new or enhanced development initiatives and maximize excellence at all levels of the organization.

We take pride in that our development initiatives - grounded in science-based, proven methods, models, processes, and best practices - with facilitation and coaching by accredited and certified professionals.

HWC DEVELOPMENT

We create partnerships based on trust, alignment, excellence, and impact - from assessment, to action, to results. We offer decades of expertise and are fully accredited and certified.

We Assess. We Coach. We Develop. We Advise.

Let's Talk!



Elevate Workforce Excellence!



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