



Workforce Design Solutions

Align your talent to deliver
organizational capabilities and
create a culture of star performance

GP Strategies' consultants are experts in aligning talent to deliver organizational capabilities and create a culture of star performance.

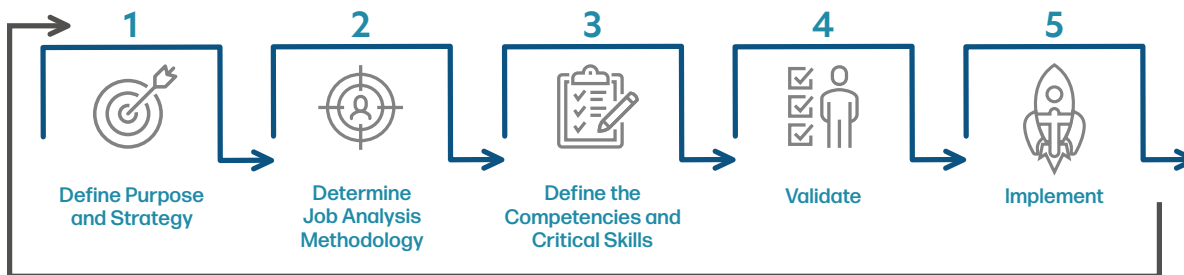
In designing an organization, understanding what skills and abilities are needed to realize strategy and determining how to make the best use of talent and resources are critical to achieving that strategy. GP Strategies® specializes in analyzing individual, team, and organizational dynamics to identify tailored solutions that improve performance of the organization as well as the performance and experience of its most valuable resource: its people.

Designing your workforce to realize outcomes

Aligning solutions to your organization's strategic objectives is crucial. We rigorously analyze existing roles and needs, allowing us to tailor solutions that optimize the employee experience, grow their talents, and prepare them for the ever-evolving future of work. We distill your organizational capabilities into competencies and critical skills for complete alignment to your organization's strategy.

Implementing an effective workforce design approach

At GP Strategies, we have a rigorously field-tested approach for analyzing and defining your organization's critical workforce skills and competency needs.



The detailed job data we collect through working with both your employees and leaders is used to influence tailored solutions, ensuring a successful future for your organization:

- **Job design** – Organizing tasks, duties, and responsibilities to drive outcome realization
- **Competency modeling and critical skills identification** – Identifying the key skills and abilities needed by your employees to achieve your strategy
- **Employee and leadership development** – Nurturing and leveraging the strengths of your greatest asset—your people—to ensure future business growth
- **Succession planning** – Planning for your organization's future by identifying and developing your future leaders

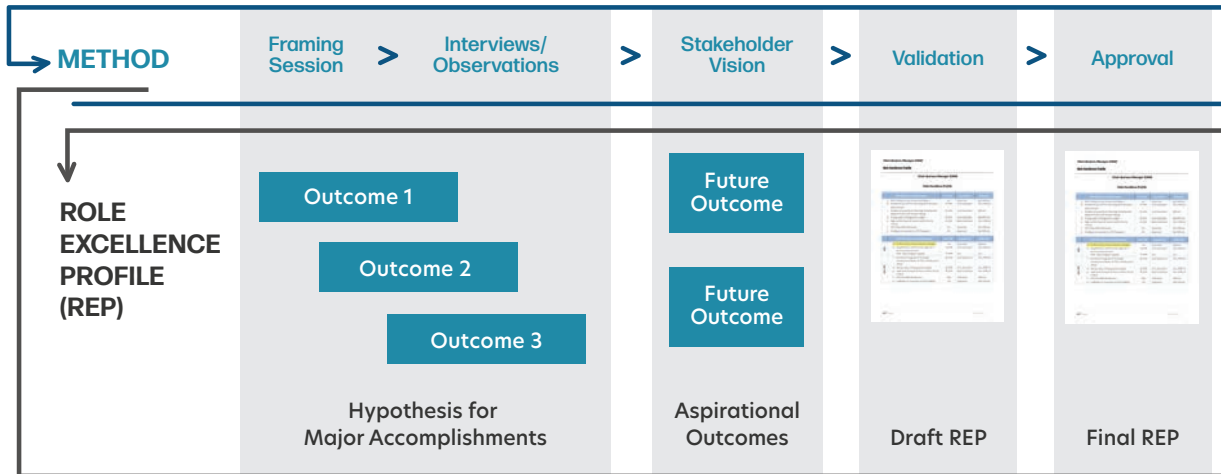


Creating a culture of star performance with Role Excellence Profiles

At GP Strategies, we use Role Excellence Profiles (REPs) as one of our methodologies to gather detailed role data. REPs are documented models of how the highest performers within a role consistently produce exceptional results.

REPs describe the desired outcomes and excellence indicators for each role assessed and serve to establish an explicit expectation and standard of performance that is observable and can be communicated. This approach provides clear objectives by which performance can be measured and coached.

We identify outcomes and excellence indicators of each role and provide a detailed mapping of current best practices and the competencies and skills that support them. This detailed job data helps you optimize talent selection, assessment, and performance. REPs give you the confidence to know you are recruiting and developing the talent uniquely positioned to help you succeed.



The right strategies, tools, and methodologies in your workforce design approach, combined with a performance driven culture, will help your organization reach new levels of excellence.

● ● ● **Make your strategy a reality. Partner with GP Strategies to design your future organization.**

For more information about our **Workforce Design Solutions**, please visit www.gpstrategies.com.



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