

# CORE SERVICES

## Development

Team FutureSense is about helping your organization get to where it needs to be. Our goal is to guide you in developing a clear vision of where you are, where you are going and how you are going to get there. Whether it is through facilitating strategic planning, helping you implement your objectives or vision, coaching 1:1 or with teams, or assisting you in creating a training and development program to grow your people, we're here for you, all along the way.

### Our Development practices focus on:

- Strategic planning, retreats and event facilitation.
- Training (individual, small team or large group), including needs assessment.
- Coaching
- Organizational design and culture
- Talent management
- Succession planning



## Rewards

Compensation is about building integrated, holistic programs of reward and motivation that support your unique culture, that "melt the butter" of your people, and that are pragmatic in terms of your financial constraints and results. Our talent is simplifying complex and sticky compensation issues by designing programs that make business sense, aligning all stakeholders, then articulating that plan so people truly understand it and perform to or above expectations.

### Our Rewards practices focuses on:

- Competitive total compensation and benefits reviews to ensure the ability to attract, retain, and motivate employees
- Program design (for executives, employees and sales)
- Compensation administration, policies and practices
- Performance management and assessment (individual, 360, peer to peer, manager to employee)
- Compensation surveys

## Effectiveness

Whether it is big or small change, employee motivation and engagement, or upward, downwards or sideways communication, our approach is to work with you to identify the unique challenges your organization is facing as you adjust to the ever changing horizon. We seek to inform our work with strategies that maximize the productivity and happiness of your people. We work with you to become efficient and effective in all you do.

### Our Effectiveness practice focuses on:

- Employee engagement
- Action planning
- Change readiness
- Change management
- Communications

Contact Kyle Jaimerena for more information