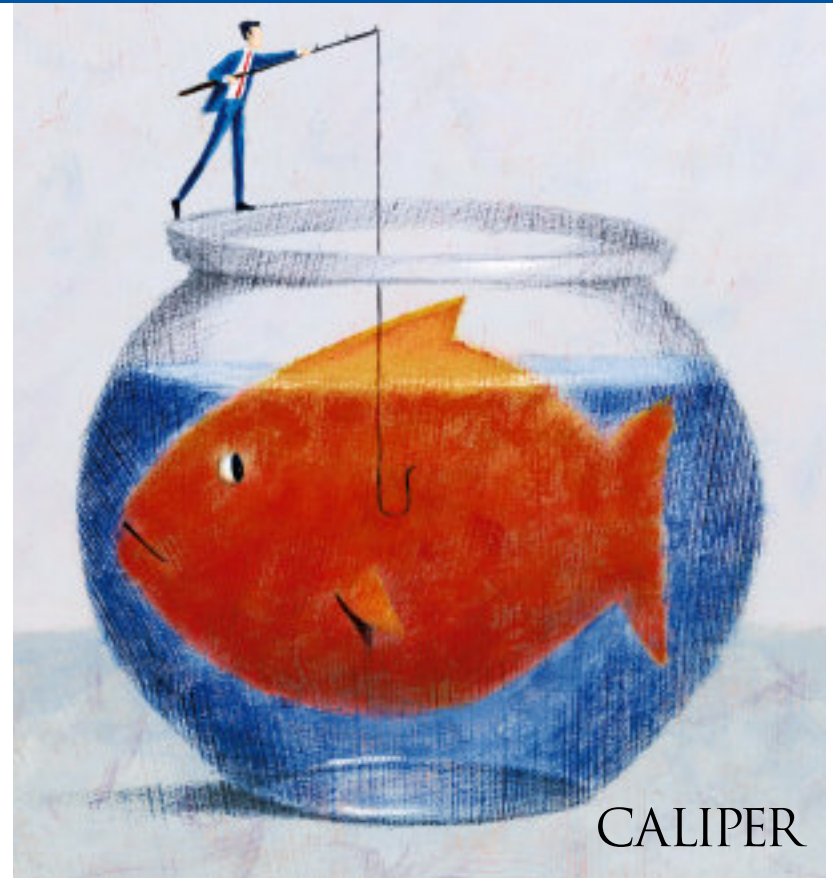


Focusing on people who are ...

# Winning

## In Business



# CALIPER

*Solutions for peak performance.*

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CALIPER

EXPERTISE AND PERSONAL

# Approach

## Approach

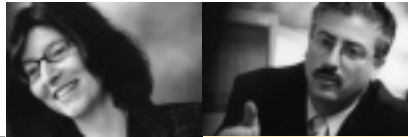
**WHETHER YOU NEED TO HIRE FOR AN IMPORTANT POSITION,**  
promote a key employee, reduce turnover, improve the effectiveness of a team  
or implement a more targeted performance management system,  
*we can help.*





**CALIPER HAS ADVISED MORE THAN 25,000 COMPANIES** – including FedEx, Avis and some of the fastest growing smaller firms – on hiring, developing, team building and organizational concerns.

Having assessed the potential and performance of nearly two million employees and applicants, our consultants have the insights, expertise and personal approach needed to help you achieve your goals.



## HIRING

INSIGHTS AND

# Objectivity

**WHEN IT COMES TO HIRING, WE CAN HELP YOU WITH** everything from evaluating your most promising applicants to redesigning your entire selection system.

Our approach to **Job Matching** starts with getting to know your particular management approach, the requirements of your key positions and the qualities required for success in your environment.

With our signature assessment instrument, the **Caliper Profile**, our consultants can then provide you with a clear, objective perspective on an applicant's strengths, motivations and possible limitations.

For many of our clients, we build an **Ideal Profile of Top Performers**, which identifies the qualities that distinguish their best employees, so they have a guide for identifying candidates with the qualities needed to succeed.

We can also provide **Interview Guides** to help you explore possible areas of concern for each of your promising applicants, as well as conduct **Hiring Workshops** to bring clarity and consistency to your hiring process and **Certification Programs** to give you a deeper understanding of how to hire and develop top-performing employees.

Whether you are hiring for one important position or undergoing a large-scale recruitment effort, we can help you determine who has what it takes to succeed.





## EMPLOYEE DEVELOPMENT

BECOMING MORE

# Effective

### ARE YOUR EMPLOYEES COMMITTED, MOTIVATED AND

challenged? When you can pinpoint each individual's abilities, motivations and growth opportunities, you'll get the results you need.

The *Caliper Profile* enables our consultants to provide you with clear insights into what drives you and each of your employees.

From there, we can provide *Individual Developmental Guides* to help employees fully develop their performance potential.

Our *Coaching Sessions* can help you achieve your goals by showing you how to work around your limitations, play to your strengths, and do the same for everyone on your team.

The *Caliper ThreeSixty* combines an individual's self-image with feedback from peers, staff and supervisors, while incorporating the results of the *Caliper Profile*. An in-depth understanding of an individual's current performance and future potential can open doors to real professional growth.

Our *Performance Management* and *Training Programs* are customized to enhance performance by targeting each employee's specific areas for improvement.

With this increased knowledge, your coaching will become more focused, individualized and effective. And you'll keep your best performers growing with your company.

## TEAM BUILDING

IN-DEPTH

# Understanding

### WHETHER YOUR COMPANY IS LARGE OR SMALL, SUCCESS

often depends on forming a cohesive group out of people who, in other situations, might not necessarily get along well – let alone work together toward the same goal.

That is the fundamental challenge of team building.

Our comprehensive approach to *Team Building* combines individual counseling with an in-depth understanding of how your team currently works and can improve.

As a result, individual team members understand each other better, learn how to resolve conflicts more constructively, play to their strengths and can work on areas that need improvement.

Success can be seen in two measurable ways: conflicts diminish and performance improves.





## ORGANIZATIONAL DEVELOPMENT

A CLEAR

# Viewpoint

### DEVELOPING YOUR ORGANIZATION STARTS WITH GAINING A

clear, objective view of your corporate strengths and limitations.

Essential to our approach is delivering an objective and consistent system for measuring potential and monitoring performance. Our *Performance Management* solutions encourage open lines of communication so that everyone knows what is expected of them, that they are being evaluated fairly and that their efforts contribute to your organization's goals. With this system in place, management is able to ensure that results are on track.

Our *Job Analysis & Competency Modeling* can also ensure that you have an accurate, up-to-date understanding of your key jobs. In this way, your hiring and development decisions will be grounded for today, while focusing on the future.

In addition, *Attitude Surveys* can provide an objective gauge of key issues – such as communications, compensation and management effectiveness – giving a true read on whether your firm's plans and actions are having the desired effect.

Ultimately, sound management decisions can only be made when you are certain that your viewpoint is correct. We can add that certainty.

THE MOST SUCCESSFUL

*Companies*

# Companies

**AS YOU LOOK TO THE FUTURE, THE MOST SUCCESSFUL**

companies will be those that create effective, long-term strategies for investing in the growth of each individual, their teams and the company as a whole.

Whatever your challenge, we can provide the information you need to make objective, knowledgeable and insightful business decisions.

By helping you select the right people, manage individuals more effectively and develop productive teams, we can help you take your company from where it is to where it needs to be.

