



mindworks

people. performance. potential.

Vision

to facilitate sustained high performance.

Our Goal

to increase the performance and effectiveness of individuals and teams by integrating organizations' strategies, people, and systems.

Our Distinctive Competency

to offer a unique blend of coaching, assessment & consulting services to businesses, and to provide customized management and human resource solutions as well as proprietary transferable assessment technology.

Acclaimed author of "Good to Great" Jim Collins presented convincing evidence that the most important component of building and sustaining a "high-performance organization" is the ability to 'get the right people on the bus...get the wrong people off the bus and get the right people in the right seat'. While we agree with Collins' argument, we believe it is only the beginning. Organizations looking for long-term sustainable high-performance need to keep measuring and developing the individuals and teams consistently.

We believe that in the highly competitive business environment, it is crucial to develop a sense of 'team' that fosters trust, respect, communication, and camaraderie. These are the key building blocks to a highly productive culture that enable the company's most important asset, its people, to perform at their full potential and effectiveness – long term. To accomplish this, we focus on four key areas of expertise: Search and Hiring Simulations, Behavioural Assessment, Job Position Profiling, and Executive and Team Coaching.

We work with clients from many sectors in Canada, the United States, and Europe who have had challenges with:

- High turnover in certain positions people
- Succession and strategic planning
- Developing shared leadership
- Defining roles and responsibilities
- Difficulty attracting, retaining, and promoting the 'right' people
- Teams and/or individuals not achieving their potential
- Identifying future leaders

Behavioural Assessment and Job Position Profiling

Our assessment tools provide insightful and new understanding of people, the kind of work they will be motivated to do, and their potential for increased productivity and responsibility. It helps organizations make sound and smart decisions about people - converging their best interests with the organization's needs.

TRAITS 'People'

It is a validated instrument designed to measure the seven most important career and work-related characteristics in adults. Individuals can complete the survey in approximately 15 minutes online. A sophisticated software analysis provides graphical and text reports describing an employee's or applicant's Traits and Adjusted Job Behaviors.

TRAITS 'Organization'

One of the most difficult challenges in recruitment and promotion initiatives is clearly and specifically clarifying and agreeing on the behaviors necessary for high performance in any position. It is a questionnaire designed to help organizations accurately define the most effective behaviors necessary for high performance based on their job descriptions and organization culture. It enables managers and human resource professionals to create job behavioral models that can be compared to individual's profiles for screening, recruitment, promotion, career development, coaching, and succession planning initiatives.

Executive Coaching

Our Executive Coaching model is powerful and effective. It first explores the individual's natural performance orientation and compares that to the behaviours required with the role they are currently in. We analyze potential barriers to performance and deploy a proprietary 360 Degree Assessment Process to create a customized coaching plan to improve performance, at any level of the organization. As credentialed members of the International Coach Federation, we subscribe to their definition of coaching: "Professional coaching is an ongoing professional relationship that helps people produce extraordinary results in their lives, careers, businesses, or organizations. Through the process of coaching, clients deepen their learning, improve their performance, and enhance their quality of life."

Teams

One of the most powerful predictors of sustainable high performance is how an organization creates and develops a sense of teaming. The Team Diagnostic Assessment™ Process is a powerful assessment tool and coaching methodology that provides insight into the current performance of a team with respect to productivity and positivity. It maps out 14 core dimensions of the team and provides a road map to create sustainable high performance.

For more information or if you have questions about how we may be able to help your company or team acquire a culture of sustainable high performance, please contact us at mindworksconsulting@outlook.com or call 604-789-7475.