

OPTIMIZING INSIGHT

Service Overview

Why Organizations Seek Guidance...	Potential Offerings...
Not consistently hiring the right people OR Every manager interviews differently	Structured interview guides, behavior-based questions, scoring rubrics, selection criteria, and interviewer training
Managers aren't prepared to lead	Manager skill development, coaching, new leader onboarding, leadership workshops
Good employees don't see a future	Career pathways, mentoring, competency models, development planning
Critical leaders have no successors	Succession planning, talent reviews, and individual development plans, education assistance programs
Onboarding is inconsistent or not effective	Onboarding assessment and redesign, role-specific training plans, competency checklists, shadowing plans, and structured connections
Unclear on what effective performance looks like in a particular role	Competency models, role expectations, behavioral indicators, assessment criteria, and development resources
Ineffective training OR Training isn't changing performance	Needs assessment, learning design, competency-based training, and evaluation
Teams aren't working well together	Team assessment, facilitated conversations, workshops, and RightPath debriefs
Hard-to-fill positions stay vacant	Apprenticeships, internships, career pathways, and workforce-pipeline design
A project or process is off track	Diagnosis, process mapping, project support
Need a better way to gather feedback, manage a people process, or guide users through a complex experience	Stakeholder assessment, survey or tool design, process development, user-centered resources, and implementation support
They aren't sure what the problem is	Organizational assessment, focus groups, stakeholder input, analysis, and practical recommendations

