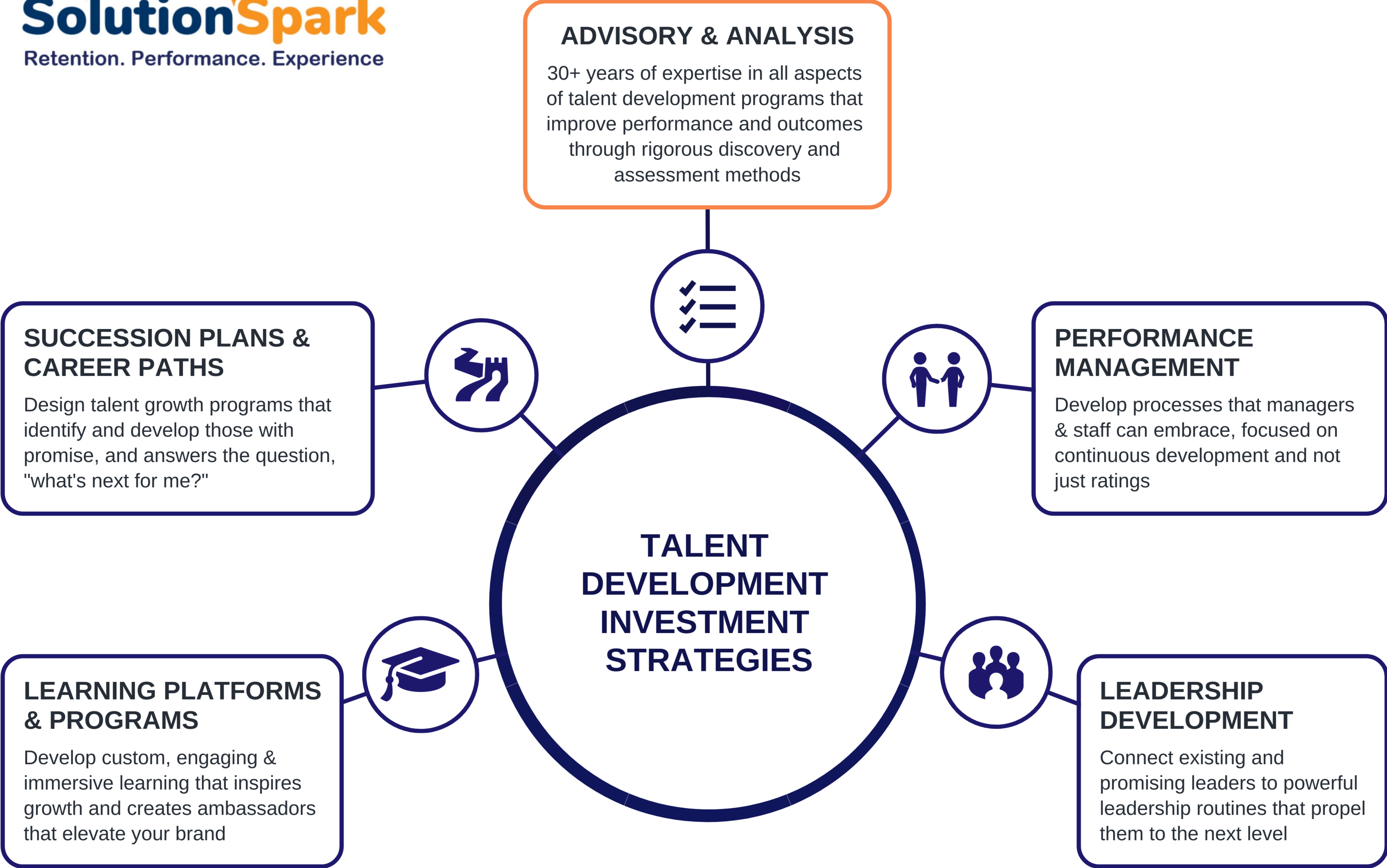




# SolutionSpark

Retention. Performance. Experience





*"Talent is the multiplier. The more energy and attention you invest in it, the greater the yield."*  
**Marcus Buckingham**



# Performance Management to Performance Enablement

Continuous engagement with employees on their performance, strengths, career goals, and engagement is the critical component in PM programs that enable better performance forward rather than "rate" prior efforts.

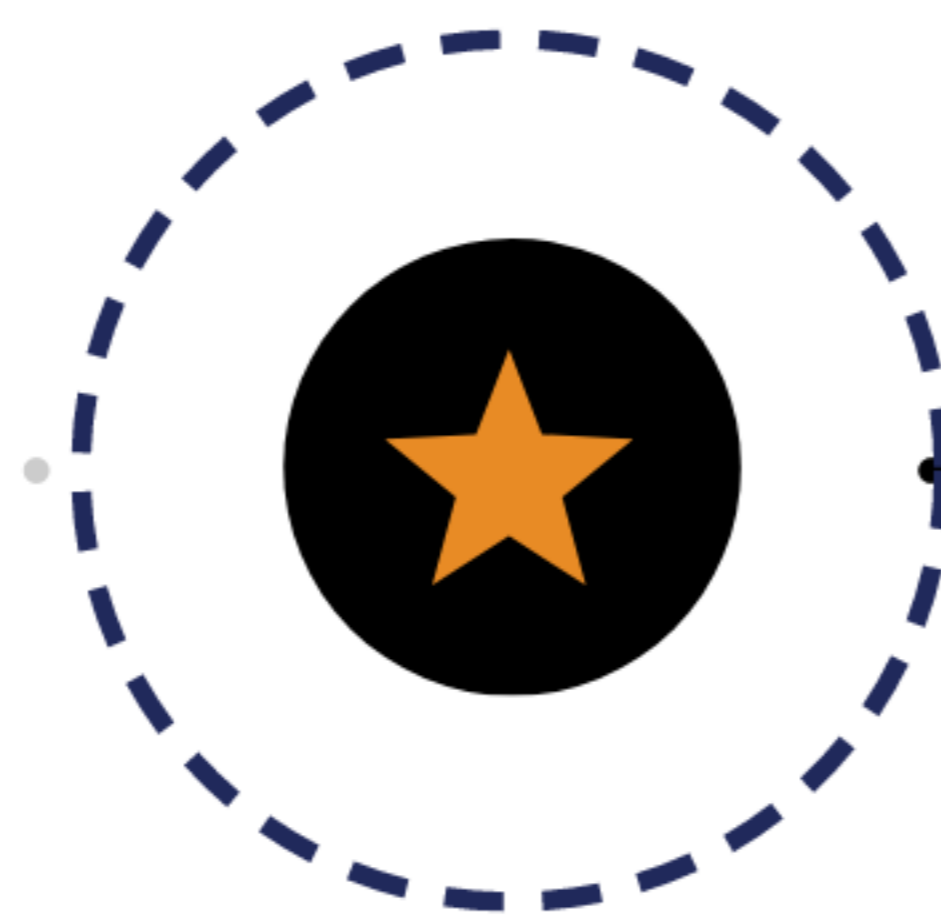
Here are the methods we prefer:

**Conversations on Outcomes**

**360 Assessments**

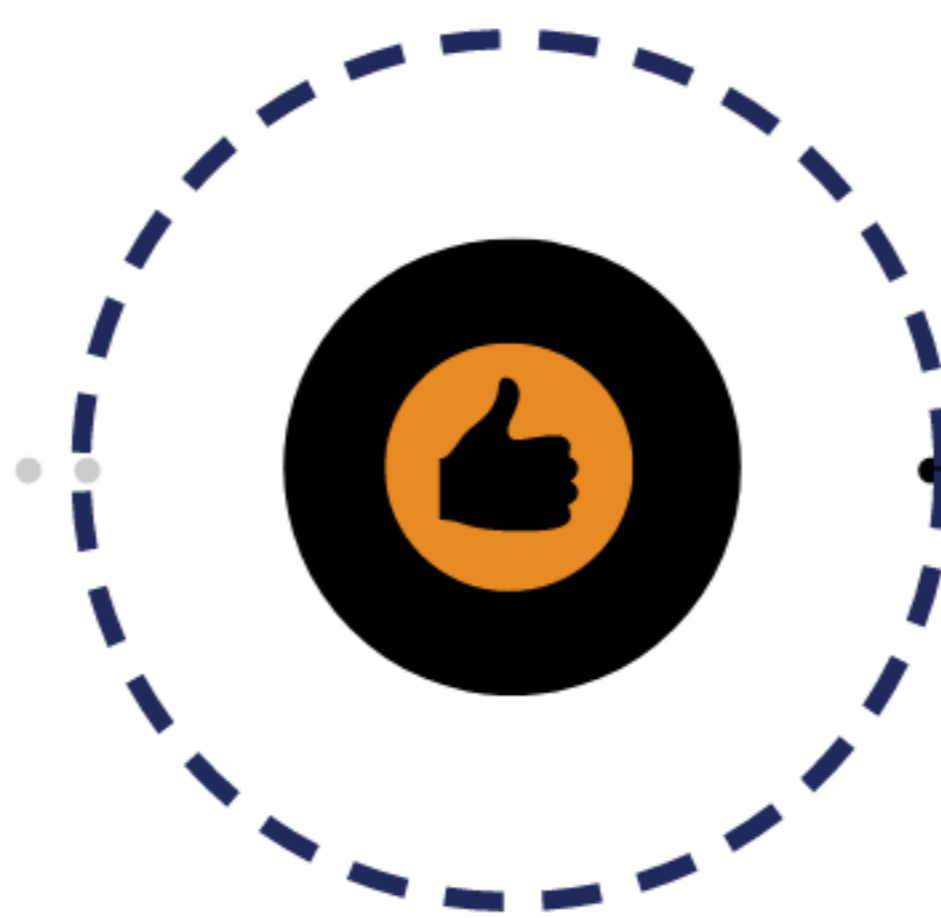
**Frequent and Timely**

**Strengths Focused**



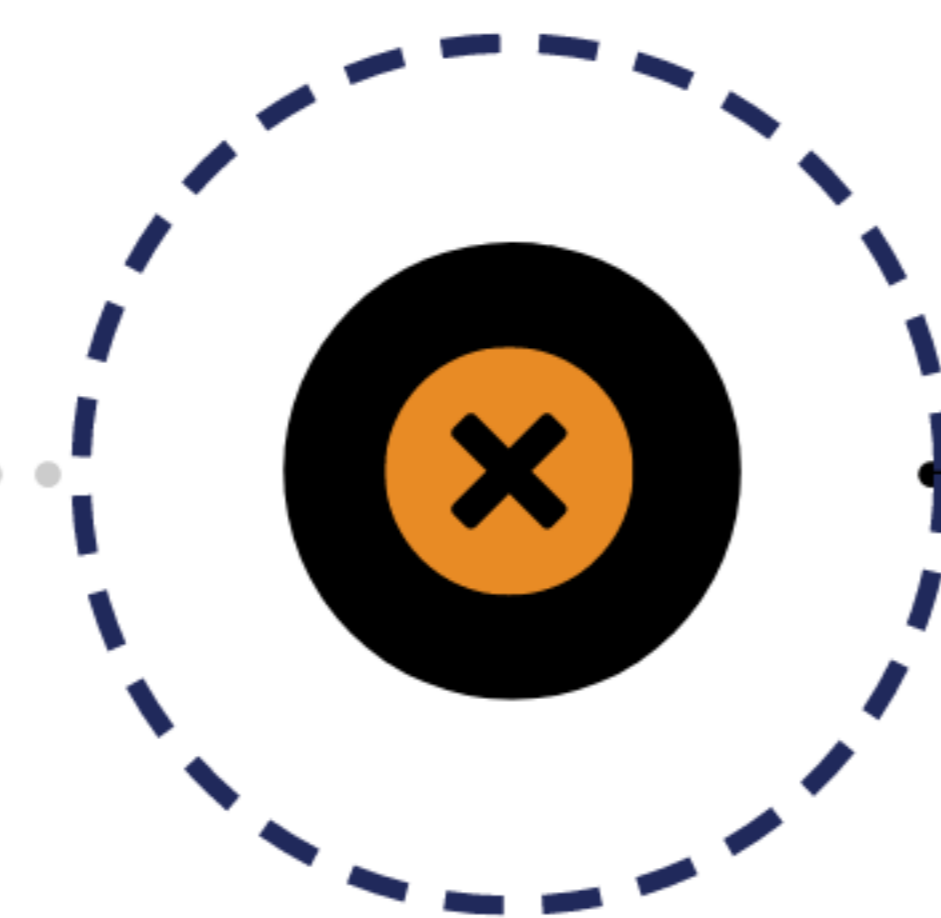
## Performance Management Value Proposition

- Active engagement on careers
- Align talent to strengths
- Assess results, value & market
- Frequent engagements drives loyalty
- Strengthens confidence in equity



## Key Areas of Impact and Integration

- Performance management is a precursor to career development
- Compensation processes benefit from standards PM provide
- Engagement is increased when managers invest in performance
- Individual goals will be aligned to business goals



## Experience in This Space

- Established PM processes for Big 4 and Fortune 120 over 30 years
- Involved in overhaul of Deloitte's PM process focused on strengths, frequent discussions, no ratings, etc. - increased engagement and retention by 30%



# Developing Leaders at All Levels

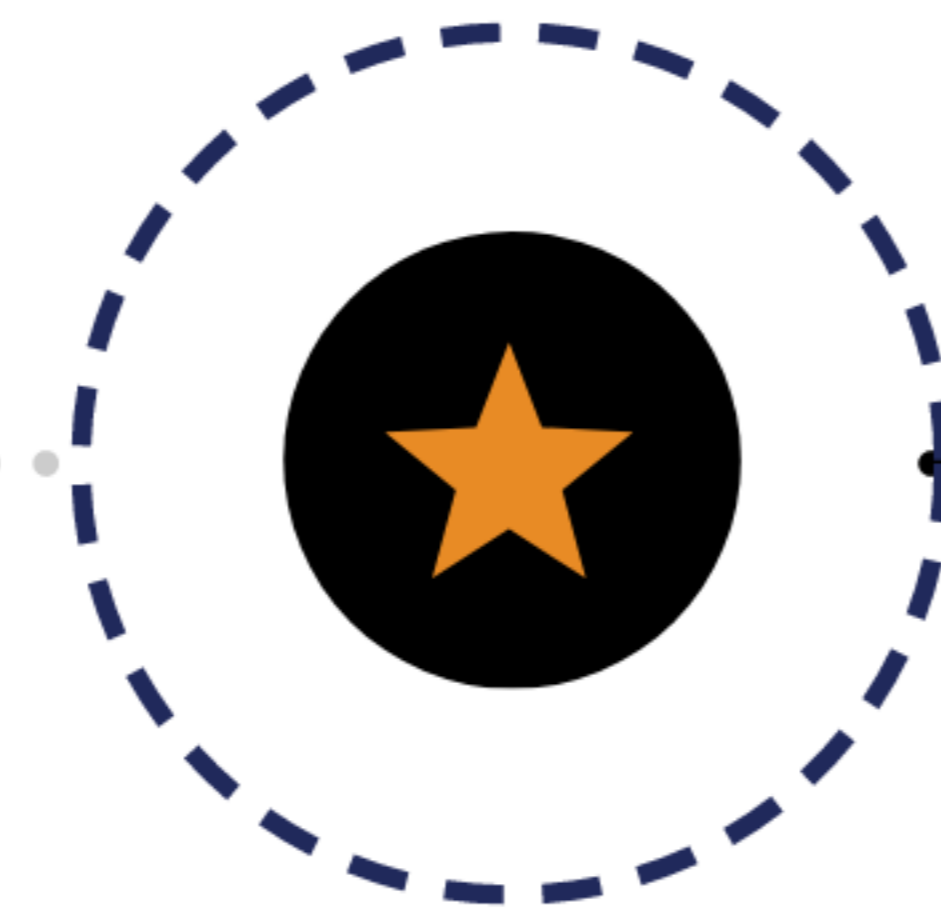
The way we work, and the needs of talent today, have evolved faster than most were ready to handle during and post-Covid. Leaders, at all levels, are struggling to adopt new techniques, demonstrate emotional intelligence "on-screen", instill company culture in remote settings, etc. The bottom-line - many leaders are in dire need of development and support from their organizations.

**Key Competencies are Shifting**

**Formal Learning to Move Careers**

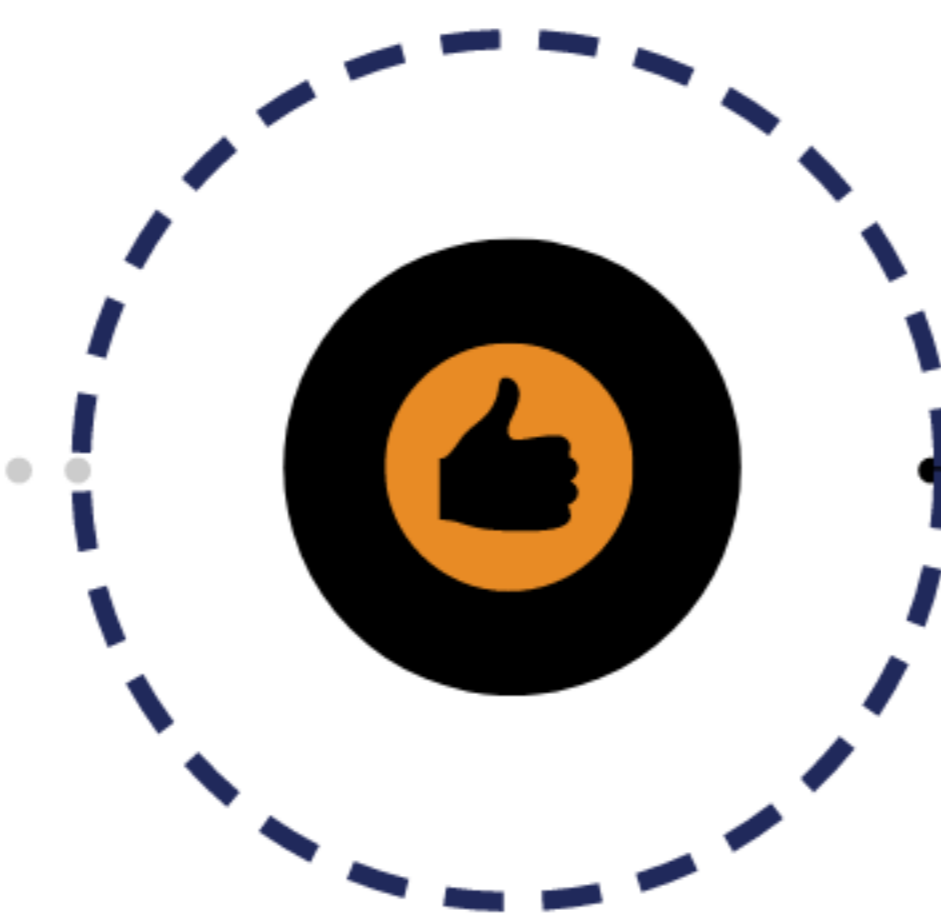
**Curated Learning for All Leads**

**Focus on Hi Po's & Next Gen's**



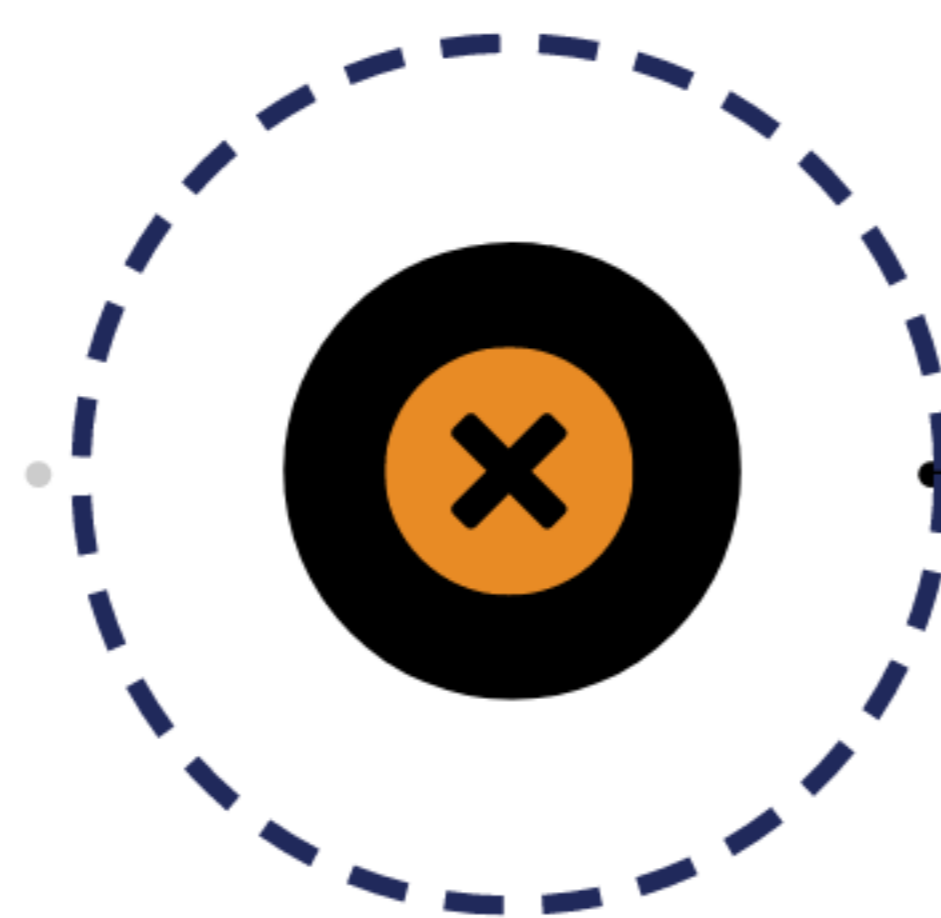
## Leadership Development Value Proposition

- Most valuable assets
- Remote management skills
- Span of impact is multiplied
- Effective leaders drive growth



## Key Areas of Impact and Integration

- 'Growing' leadership candidates internally enables incredible savings and continuity in operations
- As leaders depart, their success reflects on their prior organizations
- Well-developed leaders serve as mentors, coaches, and engagement promoters



## Experience in This Space

- Engaged in Next Gen development program for top leaders in Deloitte
- Developed leadership tracks for 3-key levels of management in 100k org.
- Led leadership development at all levels for Deloitte through role as global MD of Deloitte University



# Quality Learning Drives Retention & Growth

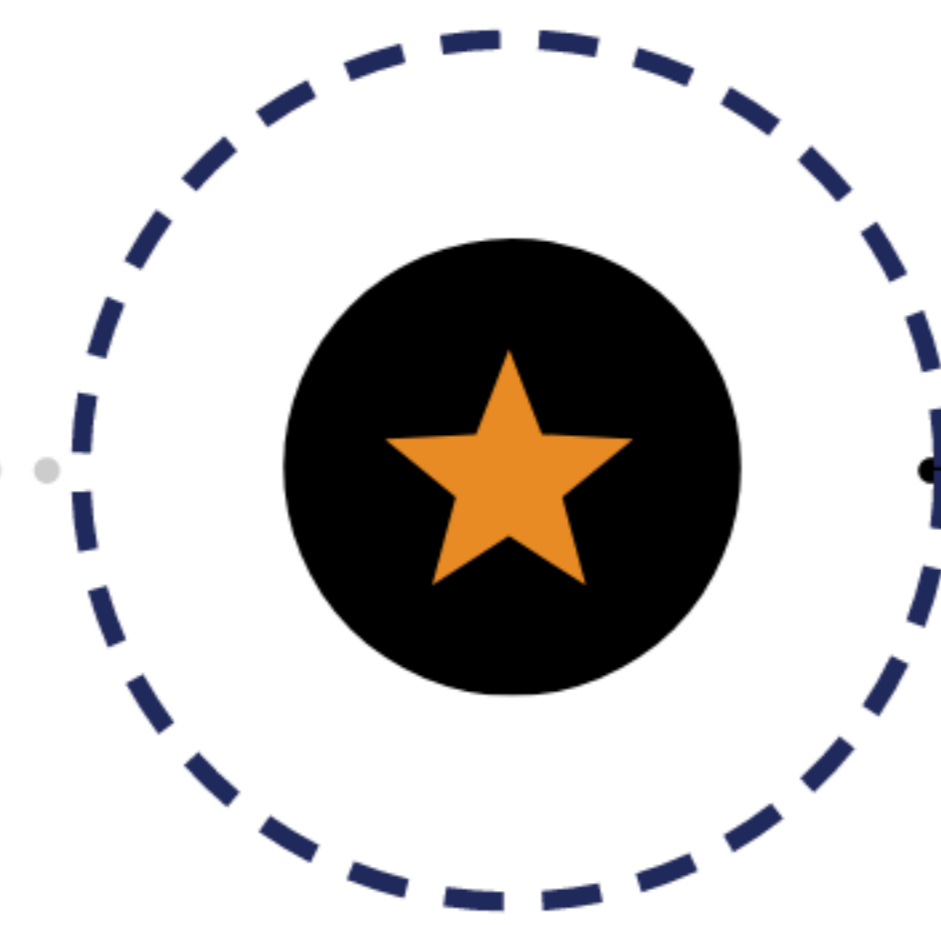
Investing in your people, your most valuable asset, simply makes sense. The needs of the business and the career dreams of your people are both achievable with learning that truly engages. 'Check-the-box' exercises provide minimal value - immersive learning in the Flow of Work is where the value emerges.

Curated Learning Platforms

Technical and Developmental

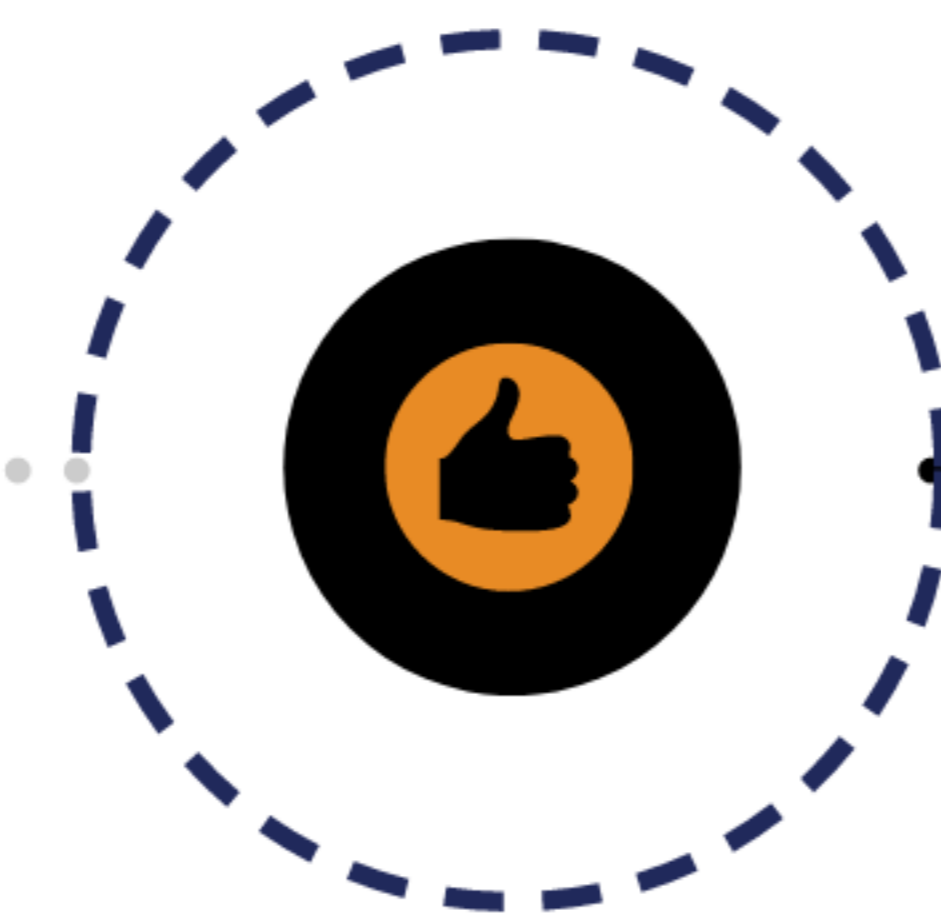
Standards that Engage Learners

Fuel Professional Development



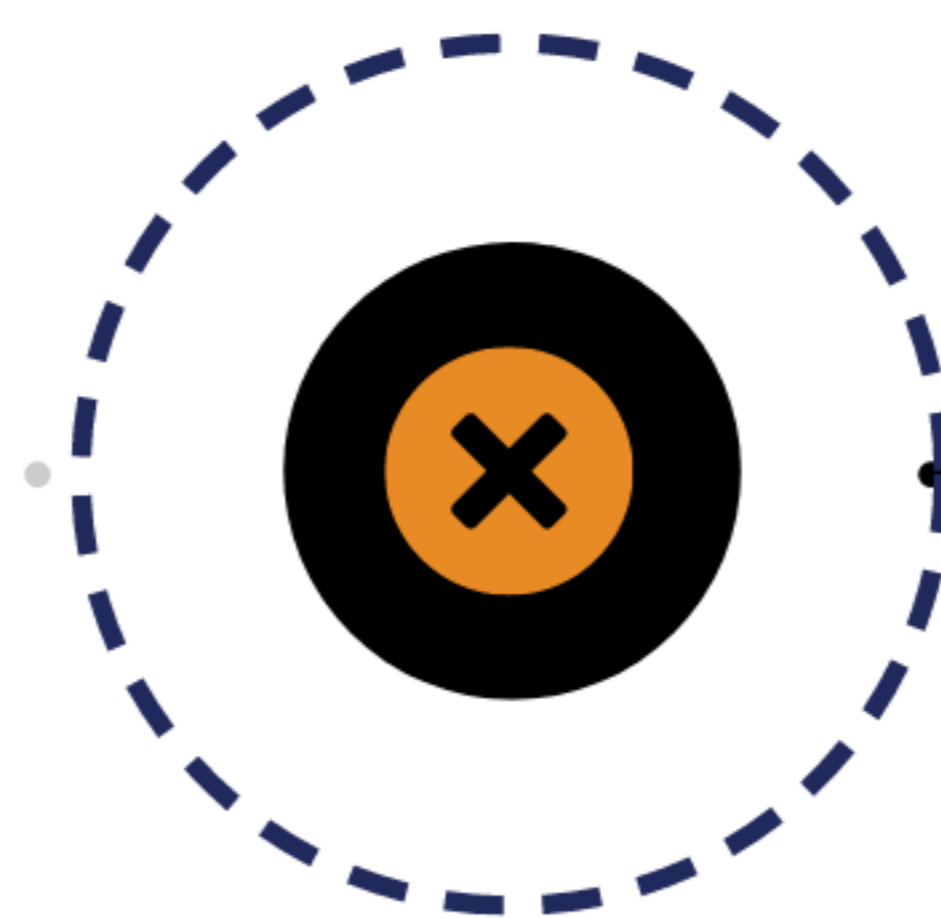
Immersive Learning Value Proposition

- Highest retention of learning comes from active engagement
- Understand employees through personas
- Deliver curated learning paths
- Strategic investments instill loyalty and improve performance



Key Areas of Impact and Integration

- Volume of learning does not equate to value to employees; alignment to career growth does
- Aligning performance management challenges with learning opportunities
- Direct investment in employees creates brand ambassadors and future clients



Experience in This Space

- Led large, global teams with varying learning needs in professional services
- Established the learning ecosystem and development framework for Deloitte University globally
- Developed the learning content and experience for KPMG along with their learning center, The Lakehouse



# Career Development Investments Create ROI

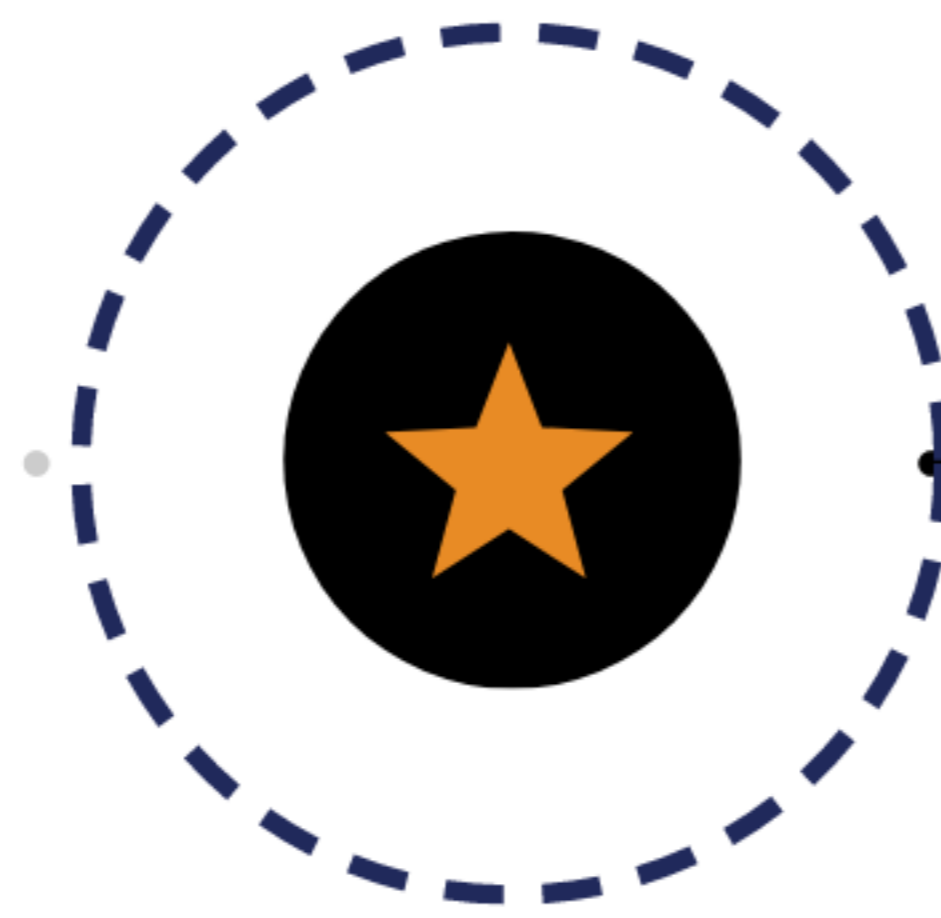
As the #1 retention issue in the marketplace, career development is highly sought after and expected from employers today. This is not just a retention issue; enabling career development also helps people in your firm branch out and to try something different internally. In short, these investments are a win-win.

**Consistency in Competencies**

**Enable Promotions Pipeline**

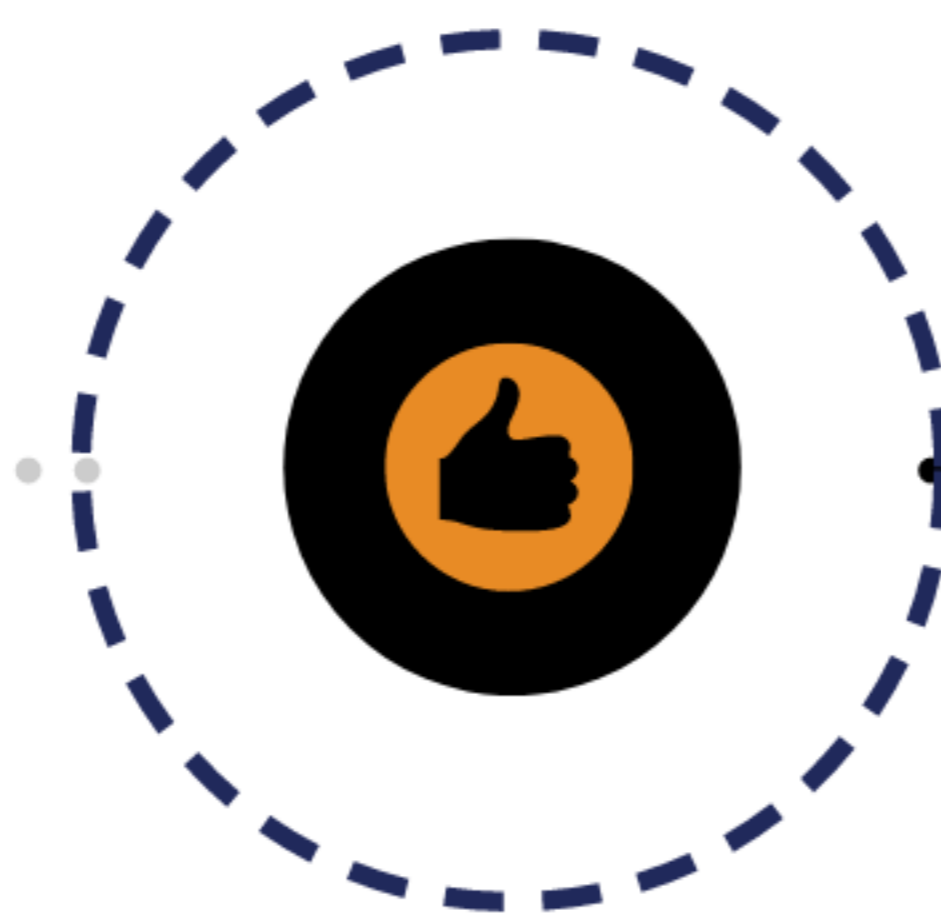
**Encourages Leaders to Coach**

**Answers "What's Next for Me?"**



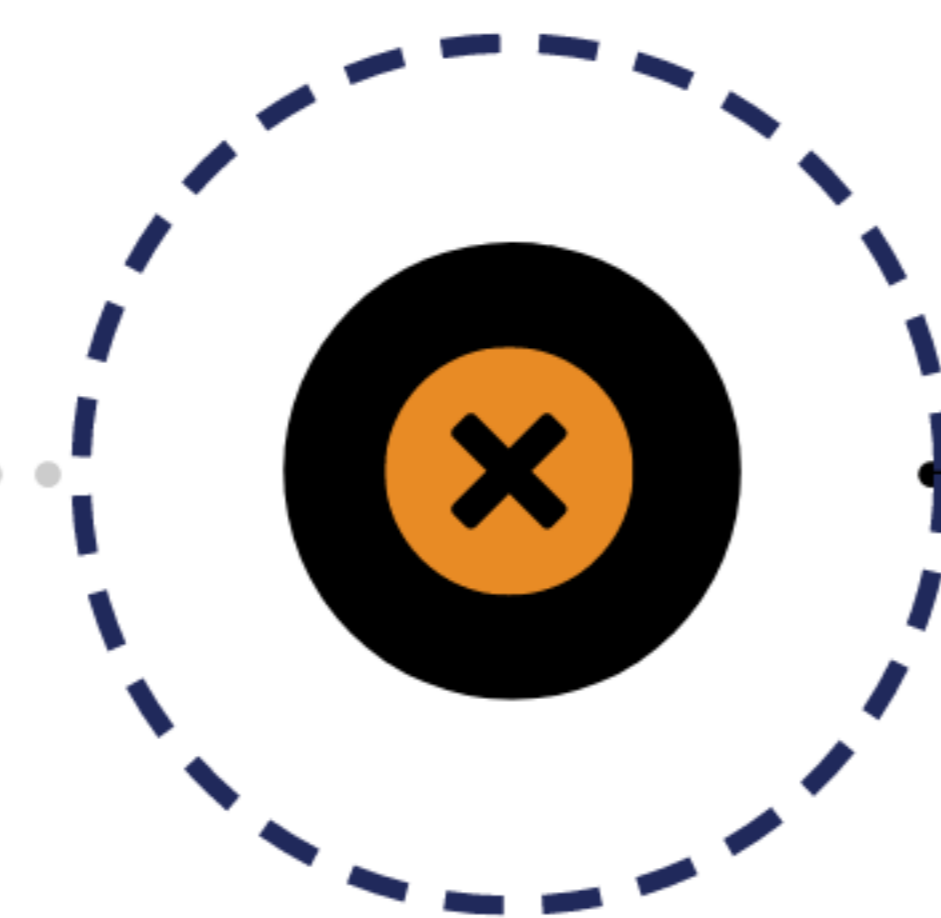
## Career Development Value Proposition

- Encourages retention of top players
- Enables effective succession planning
- Provides portable, professional skills
- Creates cohorts of future leaders



## Key Areas of Impact and Integration

- Align performance and readiness with programs to ensure competency
- Internal recognition as a firm that supports career goals
- External brand enhancement through recognition as an employer of choice



## Experience in This Space

- Established career development programs for various organizations intended to create talent pipelines and support employee goals
- Involved in Deloitte's career progression framework and CBRE's next gen competency programs.