

SolutionSpark

Retention. Performance. Experience



WHY SOLUTIONSPARK IS RIGHT FOR YOU?

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Elevate Your Talent, Empower Your Future

At the core of every successful organization is a dynamic talent management and development ecosystem. We specialize in developing these essential components of your organization, helping you gain a competitive edge in the talent marketplace.

Immersive & Innovative Talent Management

Through our comprehensive "Discovery" process, we engage and go deep to understand your needs, and then we revamp and innovate your talent systems and learning products, providing custom solutions tailored to your needs. Our strategies enhance performance, support career development, and simplify succession planning, ensuring alignment with your organizational goals.

Addressing the Talent Challenge

The search for industry-ready talent is becoming increasingly difficult, compounded by the high costs of training and turnover. We offer career development and learning initiatives that retain and motivate your workforce.

Modern Leadership Development

Leadership development in the fast-paced modern economy goes beyond conventional training. We focus on critical skills, emotional intelligence, and the ability to inspire through integrated and immersive learning programs. This approach fosters comprehensive leadership growth, preparing leaders to navigate today's challenges effectively.

LEARNING BEYOND THE CLASSROOM

Our approach starts with understanding your talent goals, developing the necessary learning tools to achieve them, and then integrating that learning into your work's natural rhythm. Our "programs" are designed to actively teach learners new techniques, engage the learners' managers as coaches, and continue their development on an ongoing basis.

POINTS OF IMPACT

North American Non-Profit

Challenge

Lack of structured processes in performance management, learning & development, and career advancement led to employee dissatisfaction and costly attrition.

Solution & Impact

After engaging with the organization members to identify gaps, SolutionSpark developed a tailored action plan to design and build a comprehensive talent management ecosystem. This strategic road-map, endorsed by the CHRO and CEO, is based on industry benchmarks to optimize investment. Now in the implementation phase, this initiative promises to deliver significant organizational growth and stability over the next two years.

Fortune 100 Insurance Company

Challenge

The initiative sought to establish a more effective learning framework with definitive processes and assessments that will elevate their learning system to a “best in class” organization. The organization is challenged to meet the demands for talent with the necessary skills and competencies.

Solution & Impact

SolutionSpark has orchestrated a comprehensive learning transformation to shift from a siloed, technical focus to a cohesive culture aligned with a level 4/5 maturity model, crafting a detailed 2-year plan that integrates with talent management and enhances efficiency via a federated structure.

Major Fortune 500 Entertainment/Restaurant Group

- Leadership development program for aspiring GM population 6-month program, with a capstone project, that ties together the leadership competencies and skills from the entire learning program.
- Program outcomes will be tied to the performance management and succession planning processes to create accountability and have a long-term impact.

COMMITMENT TO EXCELLENCE

Our commitment to your growth is unwavering. By partnering with SolutionSpark, you are choosing a dedicated ally in the talent wars of today's marketplace. Together, we will chart a course for success that is as unique as your fingerprint, ensuring that every investment in your people is an investment in your organization's future.



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The Inside Perspective

Global consultant responsible for Deloitte University and KPMG's Lakehouse. Current Josh Bersin Academy Expert.



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The Outside Perspective

20 years of experience delivering high -value, bespoke learning & development programs for small, mid-size, and large organizations on a global basis.