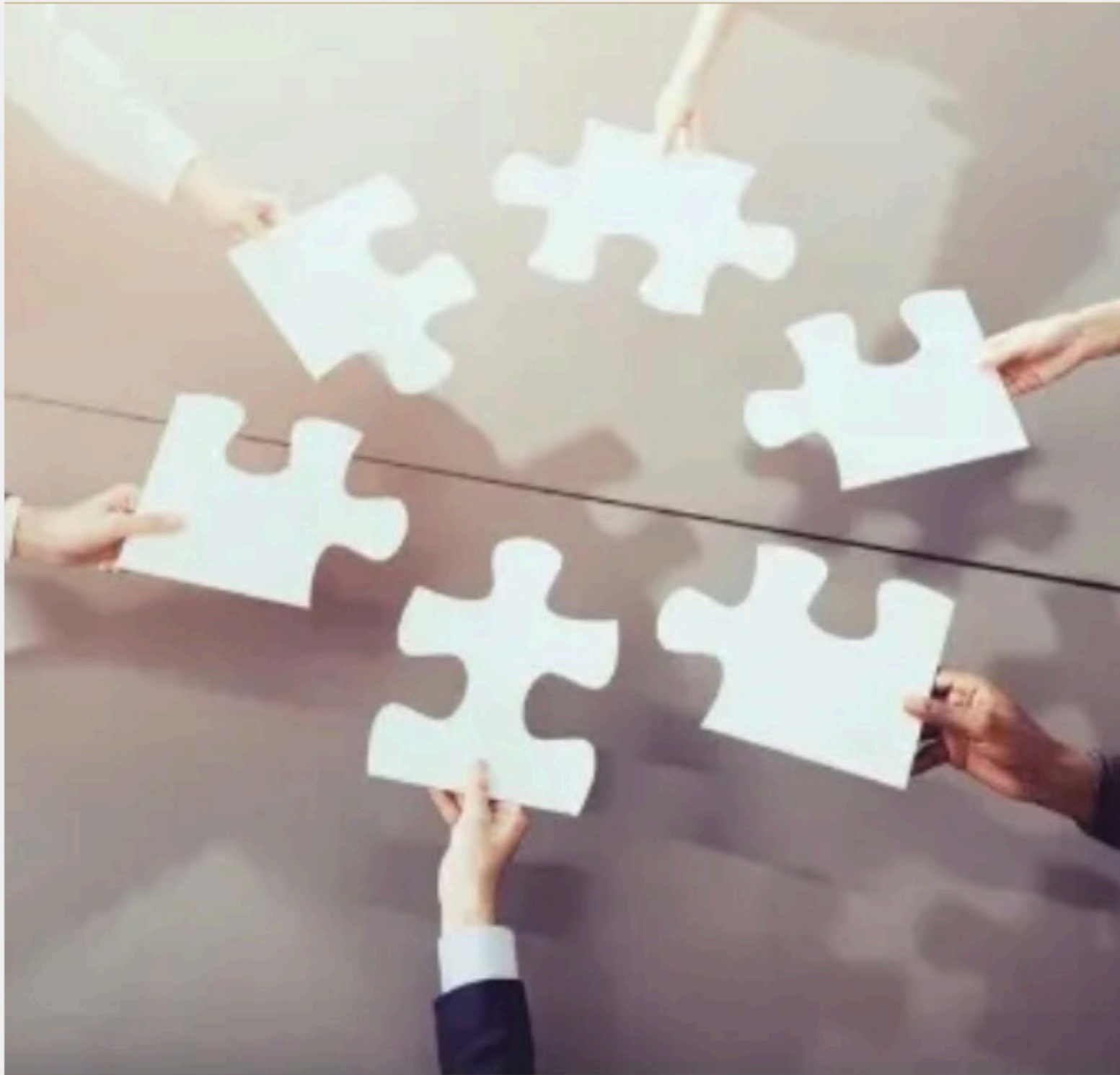




SERVICES PACKAGE





Our mission is to transform organizations by aligning structure, culture, and strategy, enabling them to navigate complex challenges and achieve lasting success.

MISSION STATEMENT

AMC
SERVICES

COMPANY OVERVIEW



AMC Services delivers cutting-edge Organizational Design and Development solutions. We specialize in aligning organizational architecture with strategic goals, enhancing operational efficiency, and cultivating high-performance cultures. Our holistic approach addresses the interconnected aspects of structure, processes, and human capital to create resilient, future-ready organizations.



**Agnes
Watkinson**

**Managing
Principal**

Agnes holds a degree in Psychology with over a decade focusing on workforce planning and leading HR transformation initiatives. With her extensive expertise and strategic vision, she drives organizational growth and fosters employee development, ensuring alignment with business objectives. She prioritizes building resilient and agile teams, equipped to navigate evolving industry landscapes and drive sustainable success. She is a successful business owner as well as the Founder of NextGen Women, a Not For Profit or, aimed at helping women succeed in the workplace.



**Leslie
Dibling**

**Director of
Organizational
Development**

Leslie holds a degree in Political Science and an MBA in change management. She brings a wealth of experience in fostering a culture of innovation, collaboration within teams, and software / technology implementation. With Leslie's leadership, she ensures that our upskilling initiatives not only address immediate skill gaps but also cultivate a mindset of continuous learning and adaptation to future technological advancements. Leslie is the Communications Manager for Canada's Women of Asphalt.

OUR SERVICES The Four Pillars



*A*t AMC Services, we understand that organizational health and growth are intrinsically linked to effective talent design and development strategies. Our practice focuses on a holistic approach integrating four core pillars: strategic talent planning, organizational talent architecture, talent change management, and performance enhancement through learning and development. By addressing these areas with state-of-the-art digital tools, we help organizations create resilient structures that foster innovation and adaptability in their workforce. Our methodology optimizes current talent operations while cultivating a culture of continuous improvement, leading to increased organizational agility, enhanced productivity, and a stronger competitive position in the talent market.

1 **ATTRACTION & HIRING STRATEGIES:**

We develop talent attraction strategies that complement your organizational architecture, aligning workforce with strategic direction. Our approach integrates organizational design principles to create an adaptive talent acquisition framework. We analyze your structure, culture, and objectives to design strategies that fill immediate roles and build future capabilities. This alignment ensures each hire catalyzes growth, innovation, and competitive advantage.



Outcomes:

- Stronger talent pipeline and enhanced candidate experience
- More effective attraction of top talent
- Faster time-to-hire and reduced costs
- Improved quality and diversity of hires, leading to better long-term contributions

2 **ONBOARDING PROGRAMS:**

We craft onboarding journeys aligned with your organizational architecture, accelerating assimilation and contribution to goals. Our approach integrates organizational design principles, ensuring new hires quickly grasp their role within the broader system. We tailor programs to your structural dynamics and objectives, reinforcing desired behaviors and fostering growth mindsets. This strategic design enables efficient adaptation to market changes, driving innovation and competitive advantage.



Outcomes:

- Improved safety and compliance
- Enhanced productivity and efficiency
- Increased employee engagement and retention
- Higher job satisfaction and performance
- Consistent quality and standards

OUR SERVICES The Four Pillars



3 LEARNING AND DEVELOPMENT PROGRAMS:

We craft L&D strategies that support organizational agility, equipping your workforce to navigate and drive change effectively. Our approach aligns learning initiatives with your company's structure, culture, and strategic objectives. We design adaptive learning ecosystems that enhance individual skills and foster systemic growth, enabling swift responses to market shifts. By linking L&D to your organizational architecture, we cultivate a resilient, innovative workforce driving sustainable competitive advantage.

Outcomes:

- Enhanced employee skills and adaptability
- Increased engagement and satisfaction
- Improved retention rates
- Boosted innovation and efficiency
- Sustained organizational growth

4 DIGITAL TRANSFORMATION 101

We architect digital transformation strategies that align with your organizational design, driving agility and competitive advantage in today's dynamic business landscape. Our approach integrates cutting-edge technologies with your existing organizational structure, enhancing operational efficiency and decision-making capabilities at all levels. By reimagining your digital architecture, we create a framework that not only streamlines processes but also fosters a culture of innovation and adaptability, crucial for attracting and retaining top talent. This organizational development-focused strategy ensures that your digital transformation efforts directly contribute to your strategic goals, positioning your company as an industry leader while driving sustainable growth and long-term profitability. Our holistic methodology guarantees that your entire organizational ecosystem evolves cohesively, maximizing the return on your digital investments and preparing your business for future challenges and opportunities.

Outcomes:

- Enhanced Operational Efficiency
- Competitive Advantage
- Data-Driven Decision-Making
- Employee Engagement
- Improved Collaboration

Click here to access our
EDUCATIONAL ARTICLES



OUR SERVICES Continued



*A*t **AMC Services**, we are committed to long-term leadership development, not just “checking a box” with a prepackaged program. Our **Leadership & Performance Coaching** equips individuals and teams with the skills, mindset, and strategies needed to lead with confidence, agility, and purpose. By honing emotional intelligence, strengthening communication, and fostering adaptability, our tailored approach ensures leaders can navigate challenges, inspire their teams, and drive meaningful results.

Our coaching and development framework includes:

- Exploratory Interviews
- Tailored Coaching & Training
- Ongoing Development & Support

Outcomes:

- Enhance leadership capacity
- Increase emotional intelligence
- Deeper insights into human behaviour
- Improved coaching and mentoring skills
- A framework for open, productive conversations

client TESTIMONIALS ★★★★★

“We brought Mike in to work with our team of financial advisors and explore creative techniques for coaching clients through their unique decision-making process. The feedback received from the team was really positive, they enjoyed working with Mike and found his combination of group workshops and 1:1 private sessions to be ideal for their learning and growth.”

MARK LANDERS,
Managing Partner, Haunn-Landers



**Mike
Watkinson**

**Mental Performance
Professional**

Mike specializes in high-impact services that enhance performance, foster career development, and cultivate effective leadership skills. He takes a client-centered approach, prioritizing collaboration, empathy, and evidence-based interventions.

Certifications:

- Certified Master Coach
- Certified Mental Health Coach
- Certified Psychological Health & Safety Professional
- Certified Master NLP Practitioner
- Accredited Coach with the International Coaching Federation (ICF)

ASSESSMENT PACKAGES



*A*MC Services offers comprehensive organizational assessments, providing executives with insights into their company's state, challenges, and opportunities. Our Discovery Assessments uncover root causes of stagnation, identify growth opportunities, evaluate staff development needs, and assess digital readiness.

Benefits for executives include:

- Clear visibility into organizational health
- Data-driven insights for strategic decisions
- Prioritized improvement areas
- Customized growth roadmaps

Based on findings, we offer tailored solutions like Design Thinking workshops, Change Management strategies, and people-focused practices. Deliverables include detailed reports, actionable recommendations, and implementation proposals.

With AMC Services, you'll have the insights and strategies to drive meaningful change and achieve organizational success.



Introductory Assessment

- Discovery Meeting
- Design and Issue Assessments
- Raw Data Report
- Delivery Recommendations
- Stakeholder Presentation



TRUST
AMC Services
to Guide Your
Success

Standard Assessment

- Discovery Meeting
- Design and Issue Assessments
- Interviews with Key Stakeholders
- Focus Groups
- Deliver Recommendations
- Strategy Buildout
- Priority Sequencing
- Champion Identification
- Stakeholder Presentation

Premium Assessment

- Discovery Meeting
- Design and Issue Assessments
- Interviews with Key Stakeholders
- Focus Groups
- Deliver Recommendations
- Strategy Buildout
- Priority Sequencing
- 2 Workshops - High Priority Areas
- Champion Identification
- 1:1 Coaching Sessions with Champions
- Champion Milestone Meetings
- Stakeholder Presentation

[Click Here to Contact Us for Flat Fee Pricing](#)

SEE US IN ACTION



AMC Services has been featured in several industry publications, including:



Safety First: Integrating Comprehensive Safety Training Into Construction Onboarding

AMC Services stresses that effective safety onboarding reduces accidents and liabilities. Using site-specific training and interactive methods, they help firms build a strong safety culture for lasting success.



Building Better Leaders: A Blueprint for Finding Senior Talent in Construction

Agnes Watkinson and Leslie Dibling stress the challenge of finding senior construction leaders with both technical and leadership skills. They highlight the industry's rigid career progression, inconsistent job titles, and the need for strong employer branding, efficient hiring, and retention strategies like flexibility, mentorship, and diversity initiatives.

SEE US IN ACTION Continued



Women Driving Diversity in the Construction Industry

Agnes and Leslie attended the 51st annual OSWCA conference, contributing to an interactive panel discussion on advancing diversity and inclusivity in the construction industry. According to Dibling, 'For so long, industry leaders have been transactional leaders, just focused on the bottom line, but not focused on how to do better. But there's a new kind of ROI. It's retention. It's culture. And it's belonging. It's about your people, not necessarily just your profit.' Agnes Watkinson sees female workers as a solution to the industry's knowledge gap caused by impending retirements.



How To Improve Onboarding Practices To Enhance Culture & Reduce Turnover

Agnes & Leslie were invited to share their experiences, as well as, strategies and tools to start thinking about comprehensive onboarding programs inside your organization. ConExpo is promoting AMC Services at multiple events to help the industry better understand how to grow and develop their teams while decreasing the increasing costs of turnover. AMC is excited and humbled to be providing educational content for the largest construction show in North America.



Unlocking Workforce Growth: Overcoming Barriers in Employee Development

Agnes and Leslie emphasize that workforce shortages stem not from a lack of talent but from businesses failing to invest in employee development. Many companies prioritize short-term solutions over long-term growth, leading to high turnover and disengagement. Their three-step approach—Discovery, Design, and Delivery—helps businesses overcome leadership resistance, resource constraints, and misaligned training strategies to build a culture of continuous learning and workforce retention.



TAKING CONSTRUCTION TO THE NEXT LEVEL

the initial training but about ensuring new hires feel part of the team and understand their role within the company."

KEY CHALLENGES IN ONBOARDING



Leslie Dibling, Director of Organizational Development at AMC Services, has seen it all the decades she spent in the construction industry, both in the field and in management. With a brother who was electrocuted and severely injured while working in the industry, safety is always a significant concern for Dibling. "In construction, the stakes are high. Inadequate training can lead to serious accidents. We need to ensure that all

SEE US IN ACTION Continued



AMC Services has contributed to various industry discussions and events, including:



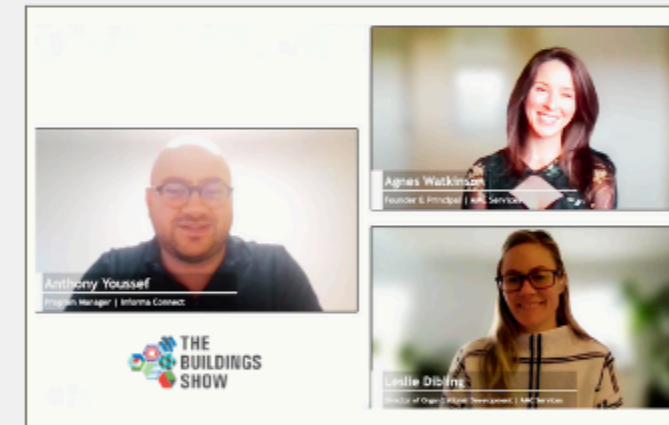
Insights into Sustainable Workforce



Agnes Watkinson and Leslie Dibling of AMC Services discuss breaking communication silos in construction, aligning HR with leadership, and enhancing retention through better recruitment and development strategies.



Engaging, Retaining and Developing Your Workforce



In this webinar, Agnes and Leslie discuss strategies to tackle labor shortages in construction through effective onboarding and development programs that engage and retain top talent, boosting productivity from day one.



Strategic Talent Management for the Construction Industry



At the ARHCA 2024 conference, Agnes and Leslie presented a 1-hour session on people strategy essentials in the construction industry, covering emerging workforce trends, talent acquisition, development, retention, and leadership succession planning.

Hiring, Retention, Engagement and Development Strategies for Employers



At The Buildings Show 2024, Agnes and Leslie led a 3-hour workshop on strategies for attracting, retaining, and developing top talent in the AEC industry, focusing on key pillars of organizational success.

PARTNERING WITH OUR WBE



*C*ertified consulting practice offers significant ROI for organizations committed to supplier diversity and business excellence. Our WBE certification ensures we bring diverse perspectives and innovative solutions to your projects, boosting innovation, improving market understanding, and increasing efficiency.

By engaging our services, you gain a competitive advantage through access to exclusive networks, enhanced brand reputation, and compliance with diversity initiatives.

Our partnership delivers quantifiable results. Companies working with diverse suppliers report a 133% greater return on procurement investments, while supplier diversity programs have been linked to up to 15% increase in annual sales. Diverse suppliers are also 33% more likely to generate innovative ideas.

By choosing our WBE-certified practice, you're investing in a partnership that drives innovation, expands market reach, and improves your bottom line. Our fresh ideas and unique problem-solving methods lead to breakthrough solutions, while our diverse team provides insights into new markets and customer segments.

Let us transform your commitment to diversity into a powerful catalyst for business growth and success.

INTERESTED IN WORKING WITH US?

Ask us about our WBE Certification and how it can help your projects!



PARTNERING with a Pre-Qualified Government Supplier



AMC **Services** is a pre-qualified supplier under the Government of Canada's ProServices Supply Arrangement (SA)—an initiative that streamlines access to professional services for federal departments and agencies. Our inclusion in this vetted network reflects our credibility, proven expertise, and ability to deliver value-driven results.

As a ProServices supplier, we're equipped to support government projects with strategic consulting solutions across multiple streams, including organizational development, training, and change management. This designation enables federal clients to engage our services efficiently, ensuring compliance with procurement policies while accelerating timelines.

Why it matters:

- **Trusted expertise** that meets federal standards
- **Simplified procurement** through a pre-approved contracting process
- **Compliance assurance** with government procurement regulations
- **Access to specialized consulting services** without lengthy onboarding

By partnering with AMC through ProServices, you gain more than just a consultant—you gain a strategic partner who understands public sector challenges and delivers measurable impact.



A PRE-QUALIFIED SUPPLIER

Under the Government of Canada's ProServices Supply Arrangement (SA)



Government
of Canada

Gouvernement
du Canada

Canada

WANT

**TO WORK WITH US THROUGH
PROSERVICES?**



Ask us about our Supply Arrangement and how we can support your government projects.

TESTIMONIALS ★ ★ ★ ★ ★



“

The AMC Services team is very collaborative and took the time to meet with our team and talk through the details of their content and sessions. They also met our deadlines, were quick to reply to any of our inquiries and were proactive in reaching out to ensure all items for their sessions were in order. This collaborative approach resulted in a streamlined planning process that elevated the overall attendee experience. AMC Services was able to demonstrate their expertise in the industry by recommending relevant content ideas, presenting relevant industry examples and insight during their sessions. AMC Services was willing to fill any last minute gaps we had in our program. Given their expertise, they were able to join a podcast on the subject of a sustainable workforce.

ANTHONY YOUSSEF
Buildings Canada

”

“

We really appreciate what AMC brings to the table. Like many 'on site' industries coming out of COVID, we have been struggling with the growing demand to recruit and retain new talent. AMC has started to help us address part of this equation by offering insight and education to our member companies on the latest and greatest onboarding techniques and strategies for new staff. One of the key roles of an Association is to identify issues that are having a broad impact across the industry and then bringing in experts to help educate companies how to manage these issues. AMC has been this expert for staff onboarding and retention, with information in our Association newsletter and articles in our industry magazine, highlighting common issues being experienced across the construction industry and providing practical solutions for addressing these issues. We started working with AMC in 2024 to help educate our member companies on the necessity for having tailored onboarding plans for new workers through a series of articles and newsletters. We are expanding this in 2025 to hosting an education seminar to get into more detail on the actual development process. We think it is going to be a continued successful approach to improving how we address worker retention in our industry. ”

PATRICK MCMANUS
OSWCA

TESTIMONIALS ★ ★ ★ ★ ★



“

Good synergy between the speakers. Helpful insights for employers and employees. I'd consider reaching out to the two speakers - very knowledgeable and connected!

ATTENDEE
2024 TBS workshop

”

“

This was a great workshop, the speakers knew how to work with people and get conversation going. We learned a lot from each other. I actually liked the length and the ability to dive deeply into topics.

ATTENDEE
2024 TBS workshop

”

“

This is one of the first events I have attended hosted by AMC Services. As unique as they are in their approach to driving organizational growth and overcoming challenging barriers with having tough conversations, they host unique events by combining professional development with interesting entertainment. The event was engaging from start to finish! I have new industry expert contacts and understand more about the construction sector and safety systems. The panel discussion with top experts was educational and the organic conversations with other attendees were entertaining. AMC Services staff made a point to connect with everyone in the room, they made sure your glass was full, and you were introduced to key people in the industry for future opportunities.

Thank you, AMC Services, for your passion and drive to create positive change within organizations in the Construction sector. ”

GLENDA RAHN
Merit Ontario

CONTACT INFORMATION



[Agnes Watkinson](#)




[Leslie Dibling](#)

Click on our names to learn more about the AMC team!

FRACTIONAL SERVICES

“Aligning Talent with Corporate
Strategy for Lasting Impact”

 agnes@amc-services.ca

 416-554-1241

 [AMC Services](#)

 amc-services.ca