

UNPARALLELED VIEWS



EFFECTIVENESS IS THE SUSTAINABLE PATH FORWARD

The right combination, or balance, between focus on effectiveness and striving for efficiency will help you and your employees to achieve the desired business outcome. Leveraging talent is key to getting there. This series of case studies aim to share the way we approach your challenge and work towards a sustainable result.

ARYA DEVELOPING TALENT

Cookie-cutter on-boarding methods are outdated and marginally helpful in getting staff up to speed. We offer custom tailored development programs which not only on-board new staff but help re-board existing staff. Re-boarding existing staff whose skills may be outdated will elevate your staff performance, morale, and help set a more balanced platform for competitive progressions.

CASE STUDY TALENT DEVELOPMENT



The issue: After receiving a multi-year average performance assessment from their managers, several mid-career staff were about to be placed on notice for termination.



The request: Analyze the drivers of the staff members' deteriorating performance for documentation to initiate the termination process.



The assumption: We expected that additional review of staff job requirements, development efforts and incentives to-date for similar staff would show a lack of initiative on the part of managers over the same years.



The action: We re-defined the job competencies and determined whether the staff were still the right fit. For those who were, we re-established a set of objectives with clarity on future performance assessment outcomes and enrolled the staff in classes for new accreditations. We linked the remaining staff to new opportunities within the same company through strategic reassignment(s).



The outcome: Terminations were processed for only a fraction of the staff identified. Those remaining in their jobs yielded highly productive and successful results, including several being promoted since.

Case studies for ARYA services taken primarily for work conducted for World Bank Group (I.F.C.) and other endeavors. Application of practices reflect future ARYA direction.