

How will you take it to the next level?

Winter Issue, March 2012

The Optimis research report on Human Capital Priorities and Challenges for 2012 identifies a clear set of challenges and priorities for HR professionals and organisations in 2012 – but the main issue is how to address these challenges. In this bulletin we will highlight some Optimis solutions.

We look forward to continuing our work with you in the future.

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Senior Partner

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"2012 Human Capital Challenges and Priorities ..."

We know the challenges ... now what?

The findings of the latest research on 2012 Human Capital Challenges and Priorities showed a clear pattern of focus for efforts in 2012, primarily in the areas of Staff Engagement (motivation) and Talent Management. Optimis provides a wide range of solutions for building Staff Engagement and Talent Management capabilities. Take a look at our [consulting solutions](#) on staff engagement and our [learning solutions](#) to build talent capabilities in your organisation.

You can download the research paper [here](#).

Building Employee Engagement is a complex process

We did an engagement survey previously, but it didn't seem to help ...

At Optimis, we hear this all too often. The most common issue is that there was too little follow-up on the results of the previous survey. We propose an [employee engagement solution](#), not just a survey, where the focus is on using the results of the survey to engage staff to address the root causes of the issues that are identified and to come with improvement actions suggestions.

Why leadership learning does not deliver

Emotions contribute to 80% to the learning experience and are not leveraged enough during traditional learning...

Organisations seek new ways to train their leaders so that they become more effective at engaging, motivating and hence retaining their team members. Traditional learning methods do not always provide the expected outcome because leaders are put in an artificial training context. While sharing with other peers is of value, the real behavioural change comes from "ah-ha" moments which you experience in real life. Blended learning approaches, which include a high emotional component as well as practical on-the-job cases and coaching can dramatically increase the learning experience. Our leadership training goes that extra mile! Check our [portfolio](#)!

CLIENT STORIES

Building cross-functional teams

Refocusing a high performing team

The head of Research and Development for a multinational company needed to develop further the cross-functional team collaboration on innovation for specific product categories.

[More...](#)

Aligning performance goals

Using team goals to align performance

The executive team of a multinational organisation identified goal alignment across the organisation as a top priority. The existing performance management goal setting process was focused primarily on individual performance in an environment where team goals were important to achieve the organisational goals.

[More...](#)

Redefining Performance Mgt

Thinking of Performance Management scope

A global humanitarian organisation is looking to redesign entirely its Performance Management approach. The key is to give a chance to leaders to manage superior as well as inferior performance in a better way in an environment where material rewards are not the norm.

[More...](#)

OPTIMIS NEWS

The Optimis advisory board plays an important role in our organisation, bringing deep expertise to bear on the creation of Optimis solutions. Meet our board members [here](#).

We would also like to extend a warm welcome to our **newest Associate Partner, Dasa Silovic**, who brings her extensive public sector experience to Optimis and her talent in bridging the private and public sectors.

OPTIMIS Consulting

Engagement solutions based on joint staff expectations and organisational priorities

Our engagement practice and tools serve small and medium size organisations. Not only do we bring a process and tools to identify potential engagement or motivation issues, but also a thorough process to identify the root-causes of issues and define solutions. The solutions we propose are not common to all, rather they are specific to the culture, context and priorities of each organisation. If these solutions are customised to respond directly to the organisational priorities, they have a direct impact on the motivation of staff. Indeed they belong to a continuous improvement philosophy which implements changes at various levels. Individuals, team and organisational performance are directly impacted as a result.

We provide a new tool that addresses the various dimensions of engagement and motivation. Based on the identified issues, suggestions are made and can then be selected and customized for implementation. [More...](#)

OPTIMIS Leadership and Learning

In order to execute your fully aligned HR strategy your HR team must possess certain key capabilities. We have integrated a new set of assessment tools on HR capabilities to ensure our program is fully tailored to the development needs of individual participants.

Our HR Leadership Series programmes are fully customisable and are built upon a foundation of experiential and interactive learning. As always, we adapt the program modules to the different levels in your "leadership pipeline". Check out what we can do to help you build your HR capability. Download our brochure [here](#).

In addition, our leadership programs for senior executives and managers are ideally suited for HR professionals and will bring their understanding of the organisation and the business to a new level. Download the Optimis learning portfolio brochure [here](#).

OPTIMIS Sourcing

Assessment & Development solutions: our tools respond to the psychometric validation international criteria established by the International Tests Commission (ITC) and the American Psychology Association (APA)

Our Assessment & Development Centers (ADC's) bring a flexible approach to talent selection. It is our view that ADC's are a critical component of a modern standard talent management practice for any organisation willing to succeed in the war for talent. Not only do ADC's provide insights that cannot be surfaced through traditional interviewing techniques, but also provides the candidate a real introspection opportunity for further development. Our psychometric tests support the profiling of the candidate and respond to the psychometric validation international criteria, established by the American Psychology Association (APA) and the International Tests Commission (ITC). Tools such as **PRISM** (motivation), **Emotional Intelligence** (EQ), **Profil-Pro** (personality), **Profil-Manager** (Leadership) and **Profil-Sales** are some of the behavioural and cognitive instruments we use. In addition, we use behavioural and cognitive instruments to place the candidate in real situations.

[Contact Optimis](#) for more information on our ADC's.

RESEARCH @ OPTIMIS

The Optimis research agenda for 2012 includes the following topics:

- 2012 HR Challenges and Priorities
- Staff Engagement (Motivation)
- Performance Management

Our intention is to produce research useful for practitioners, yet informed by leading academic thinking on the chosen topics.



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