



DEVELOPING FOR IMPACT

Realize Results Through Your People



CMP Talent Development Solutions (TDS) ensure your strategy is never constrained by a lack of talent. Through TDS we develop leaders, teams, and organizations for competitive advantage.

LEADER IMPACT SUBTITLE

Targeted assessment and focused feedback support the selection and development of leaders at all levels.

- ◆ **Assessment for development** – we provide individual and 360 assessment solutions that drive targeted development at all levels.
- ◆ **Coaching performance and potential** – we provide an outcome-focused approach to coaching, ensuring a person’s highest performance and potential are achieved.
- ◆ **Building succession pipelines** – we partner to identify and develop with potential at all levels of the organization.

TEAM IMPACT

Outcome-focused team development maximizes collaboration, engagement, and ultimately financial results.

- ◆ **Eliminating the “Drag Co-efficient”** – we address the barriers to effective team decision making and performance. Teams who reduce this “drag” realize greater impact on financial performance. We have measured the impact of higher quality team decision making to be in the millions of dollars.
- ◆ **Sustaining high performance** – we help teams move through the stages necessary to achieve sustainable high performance and results.

ORGANIZATIONAL IMPACT

Thoughtful assessment and targeted development programs build organizational capability and help companies lead and manage change.

- ◆ **Developing competencies** – we utilize an efficient and valid approach to identify the capabilities necessary for success in a role and team and in support of the strategy.
 - ◆ **Developing capability** – we provide targeted programs and training to build enterprise capability in areas such as mentoring, coaching, change, and leadership.
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CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle – from talent acquisition and leadership development, to organization development and career transition support. To learn more, give us a call today at 800.680.7768 or request more info.