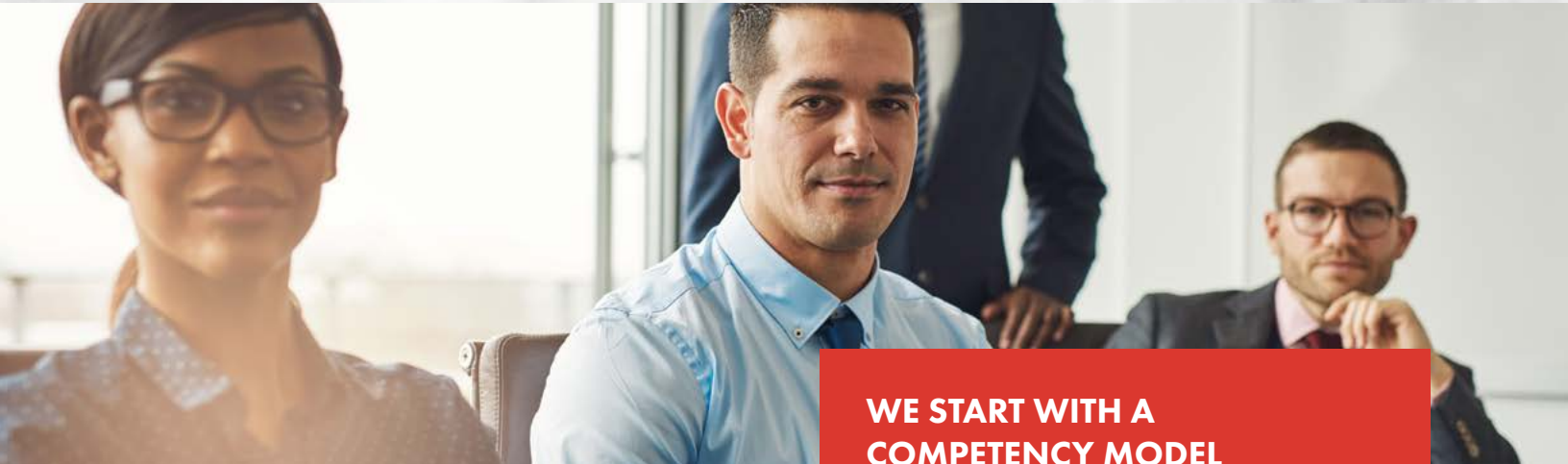


CHANGE BY DESIGN

We have a long history of developing effective talent management solutions...



RECRUIT AND RETAIN THE RIGHT PEOPLE FOR THE RIGHT JOBS!

Retaining and developing your workforce is a critical strategy to promote organizational excellence. Having a talent management system based in best practice is a significant investment. Change By Design will help you develop a talent pipeline to ensure the future of your organization.

Talent management projects we've completed include:

- Premium Big Truck Manufacturer
- Fleet Management (Element)
- Florida Center for Prevention Workforce Development
- Florida Department of Children and Families

WE START WITH A COMPETENCY MODEL

We always recommend building a customized competency model for each of your key roles as a first step.

Competencies tell you "what" your people need to know and do. A competency model is an organizing framework for any role. A competency model groups all job tasks into categories called "competencies". Related competencies are then grouped together under broader titles.

Call Change By Design!

850.445.6303
www.ChangeByDesign.us

CUSTOMIZED COMPETENCY MODELS SERVE AS A FOUNDATION FOR:

Performance Improvement

Developing Job Descriptions

Once you have your competency model for a specific role, we can help you develop accurate job descriptions.

Performance Improvement

Finding The Right People For The Right Roles

We use Harrison Assessments to match the job's competencies to people whose professional approach and capabilities best align with them.

Performance Improvement

Developing Performance Evaluation Systems

Using your evidence-based competency model, we will build a system for evaluating your employees based in best practice.

Instructional Design

Learning Architecture

Using your competency model for one or more roles, it's far easier for us to design a curriculum structure that specifies curriculum organization, course titles, and learning objectives.

Instructional Design

Designing And Developing Curriculum

We design and develop large curricula and courses based on competency model specifications.

Instructional Design

Preparing For Your Future Workforce

Things change, people move around, and you need a succession plan! We build stepping-stone training to develop succession capacity, so you never go without the right person for the right job!



Sue J. Ebbers, Ph.D.
Founder & President
850.445.6303

