

OUTSOURCING SERVICES

An outsourced Organizational Development (OD) function reduces cost, provides flexibility, & improves efficiency

What you need when you need it

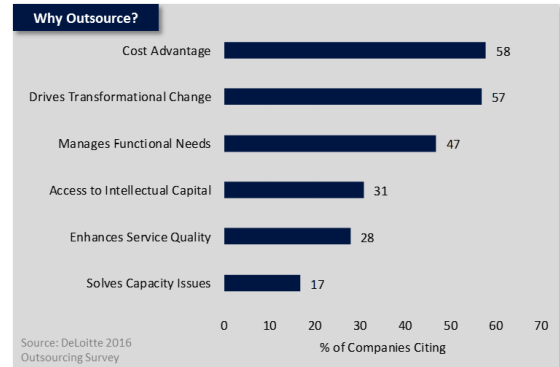


Generating Change.

WHAT TO EXPECT WHEN OUTSOURCING ORGANIZATIONAL DEVELOPMENT (OD)

GeNovo Consulting, LLC offers a comprehensive suite of outsourced OD services designed to provide practical and effective solutions. When correctly implemented, the right OD practices can strategically and operationally advantage a business (*see our research on the impact that management practices have on company performance and employee engagement*).

For the small to large-sized business with little to no in-house expertise, we become your outsourced OD function – either as-needed, on-call, or through a regularly scheduled on and off-site arrangement. For larger businesses with an OD function already in place, we can become an extension of your current staff to assist with any OD-related need.



SERVICES

Our suite of OD services provides your organization with the tools needed to optimize business performance at three levels: individuals, teams, and organizations. Through decades of experience, we know what works and what doesn't. We base our services on sound science that is applied and validated every day in practice. We do not advocate the latest fad; rather, we do what creates a sustainable and lasting performance impact.

We understand that every client is different, with unique needs; we frequently customize solutions to fit specific requirements, yet base them on what we know is effective given our experience working in a range of industries, both large and small, for-profit and non-profit. And as an added advantage, we have strategic partnerships with other firms that complement our services in the event you need it.

Service Offerings

- Talent Management & Development
- Performance Management & Appraisal
- Succession Planning
- Executive Coaching
- Leadership Assessment
- Learning & Training Solutions
- Team Performance
- Workforce Engagement Surveys
- Organizational Diagnosis, Performance & Design
- Change Management

VALUE PROPOSITION

- I. Value is achieved via the impact we bring through:
 - Innovation
 - Ease of relationship management
 - High-quality expertise
 - Intellectual property
 - Service flexibility
 - Cost savings
- II. Under our model, you pay for services you use without the added burden of internal labor costs.
- III. In addition, for services where you prefer to source a third-party, we will use our expertise on your behalf to help source, select and onboard.

OUR PEOPLE

- I. Our team is comprised of senior level OD professionals with decades of experience:
 - All have advanced degrees (PhD, M.A. levels).
 - Broad internal and consulting industry experience in executive level positions (Dir, VP, SVP) with brand-name organizations.
 - Externally recognized and published thought-leaders in the OD discipline.
- II. We have led OD functions internally for major companies, and uniquely understand your needs from an internal perspective.