



# GARD EXECUTIVE CONSULTING, LLC

## SERVICE MATRIX

One way to conceptualize our broad range of offerings is to refer to this service matrix. Our projects can target the individual and/or the organization, and they can be developmental and/or remedial in nature.

	Individual	Organizational
Developmental	<ul style="list-style-type: none"> <li> <b>Assessment for selection and promotion</b>  <i>Do you hire or promote people for high level positions who don't work out?</i> </li> <li> <b>On-boarding coaching</b>  <i>Are you giving new hires a running start?</i> </li> <li> <b>Leadership &amp; management skills/Executive Coaching</b>  <i>Are your leaders as successful as they can be?</i> </li> <li> <b>Succession &amp; retirement planning</b>  <i>Do you have a thoughtful system in place to help key people move throughout your organization?</i> </li> </ul>	<ul style="list-style-type: none"> <li> <b>Build competency models</b>  <i>Have you identified <u>exactly</u> what it takes to succeed in any given job?</i> </li> <li> <b>Refine selection process</b>  <i>Is your hiring process as thorough and accurate as it can be?</i> </li> <li> <b>Inventory bench strength</b>  <i>Do you know the strengths and weaknesses of your key people <u>before</u> promoting them?</i> </li> <li> <b>Corporate Board Self-Assessment</b>  <i>Can your board of directors function more smoothly and be more helpful?</i> </li> </ul>
Remedial	<ul style="list-style-type: none"> <li> <b>Derailment prevention &amp; turnaround</b>  <i>Do you have people who are floundering, who lack interpersonal skills, who don't follow-through, etc?</i> </li> <li> <b>Retention of key people</b>  <i>Are you concerned about losing critical personnel?</i> </li> </ul>	<ul style="list-style-type: none"> <li> <b>Organizational Audit</b>  <i>What do your employees <u>really</u> think about your organization? What are the unspoken problems that limit your profitability?</i> </li> <li> <b>Develop Mission-Vision-Core Values</b>  <i>Does everyone in your firm have a shared understanding of what the company is about and where you want it to go?</i> </li> </ul>