



## Organization & HR Assessments

We provide customized, impartial analysis on a variety of complex and sensitive organizational issues that may arise as a result of your organization's change, turnaround, or growth initiatives. We uncover the root causes of issues limiting organizational effectiveness, and recommend smart, proven solutions for addressing them. Depending on the needs of the organization, we can also provide interim Executive HR resources to implement our recommendations.

### What Triggers the Need for an Organization Assessment?

*Do I have the right organization structure to execute the business strategy?*

*Do I have the right executives in place to lead the organization?*

*How do I hold my leaders accountable for delivering results?*

*How do I obtain an objective view on the "pulse" of the organization?*

*Do I have a realistic assessment of the current organization as we embark on strategic initiatives, such as integration, acquisition and/or divestiture?*

*How do I ensure I have a strategic HR function in place to support the organization's business strategy?*

### How the Process Works

We begin by meeting with our client to discuss any concerns they may have about the organization and to establish an initial plan for identifying the underlying issues. Then, following a rigorous methodology, we interview key individuals and analyze relevant organizational data to gain actionable insights for our client.

Our analysis can also be more narrowly focused on the HR function. For example, we can review the alignment of the HR function with broader organizational strategies, analyzing core HR processes and practices in order to provide feedback and recommendations on:

- ◆ Your current HR organization structure
- ◆ Process implementation in key areas, such as:
  - HR Fundamentals
  - Compensation
  - Performance Management
  - Talent Management
  - HR Systems

### Concise, Actionable Reports

Following our review, we provide a thorough analysis of the challenges at hand. In this report, we include detailed recommendations for specific actions, supported with practical, pragmatic examples that fit the specific needs of the organization.

Our findings are informed by the extensive executive experience of founder and principal Kim Conklin. She brings over three decades of global HR experience in Fortune 10 and private organizations, spanning multiple industries, as well as years of experience as an executive HR consultant.

### BENEFITS OF KC CONSULTING ORGANIZATION ASSESSMENTS

- ◆ Increased performance on core strategies and priorities
- ◆ Improved alignment and efficiency of HR practices, based on business needs
- ◆ Expedited resolution of problems limiting organizational effectiveness
- ◆ Enhanced credibility of leadership team through demonstrated willingness to listen and act on employee feedback

### A Better Way Forward

It can be exceedingly difficult for business leaders to view their organization objectively. By conducting an Organization Assessment, we can provide executives with insights into not only the strengths of their organization and their leadership team, but more importantly, potential weaknesses or blind spots that can limit organizational effectiveness.