

enVista services

# Human Capital enRichment

## Opportunities for enRichment

### Onsite Assessments & Training

**DiSC® Training** - This self-discovery tool facilitates a dynamic and important discussion that every multi-dimensional team needs in order to succeed. DiSC® allows you to focus on any situation, reflect on it, and find a solution that will work for you, others and your organization.

**Generational Training** - For the first time in history, there are four distinct generations in the workforce: Traditionalists, Baby Boomers, Gen Xers, and Millennials. This training will demonstrate the differences in each generations' perspectives, styles, and expectations and will allow your team to leverage the differences between the generations instead of just eliminating conflict.

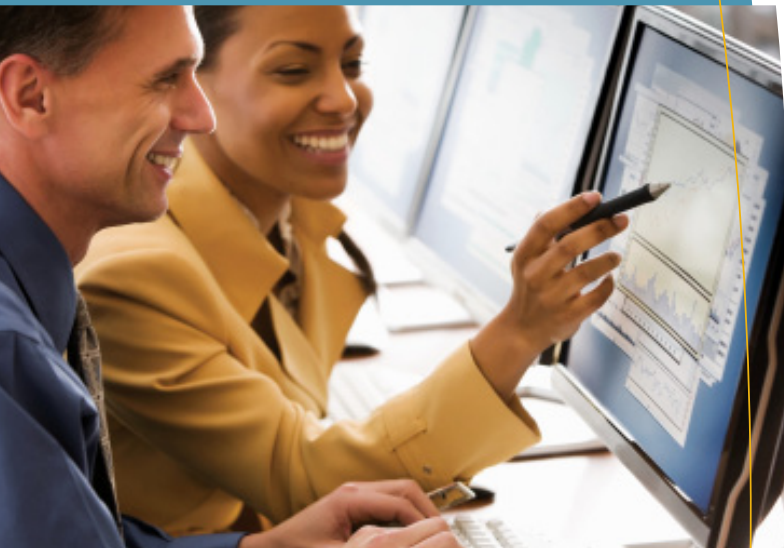
**Team Dynamics** - This session allows team members to minimize internal conflict and optimize results. This training focuses on improving internal communication, conflict resolution, and other common occurrences that lead to the downfall of teams in the workplace.

**Unleashing Your Leadership Potential** - With an ever-changing workforce, the stress on managers to perform is high. This training focuses on recruiting optimization and managing difficult employee situations. It provides the essential tools needed to succeed as a manager, communicate effectively and inspire your team.

**Optimizing Accountability** - Accountable organizations will achieve results. Team members will learn how to promote accountability within their teams and organizations.

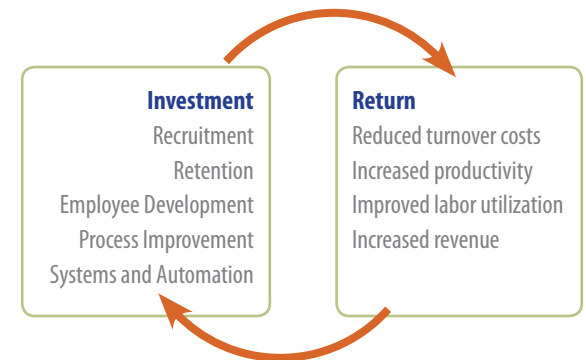
### Performance Management

enVista makes sure your programs, policies, and processes support a culture of high performance where teamwork, accountability, results, and recognition are vital.



Managing your human capital effectively is a key component of your company's competitive advantage. enVista's ability to prepare your company for the challenge of finding, motivating, and retaining top talent will enable your company to succeed in this global economy. enVista's Human Capital enRichment opportunities are fully customizable to fit your needs.

### ROI of Human Capital enRichment



**Expertise at Work**

**Studies show that employees who have an above-average attitude toward their work will generate 38 percent higher customer satisfaction scores, 22 percent higher productivity, and 27 percent higher profits for their companies.**

*Gallup Organization*

**Contact us today to learn more.**

**Human Capital Retention & Succession Planning**

enVista provides the tools for your organization to first identify individuals with high current value and/or high potential and then retain them. We help you assess your entire organization's training and education needs for both technical and "soft" skills. enVista then develops a customized plan for retention and employee development to meet the future needs of your organization.

**Change Management**

Change Management is the process of reshaping your company to modify the culture and workplace practices to meet a current or future demand. Because most breakdowns in the change process occur at implementation, enVista helps you achieve your intended results by minimizing tension and confusion during your organizational transition.

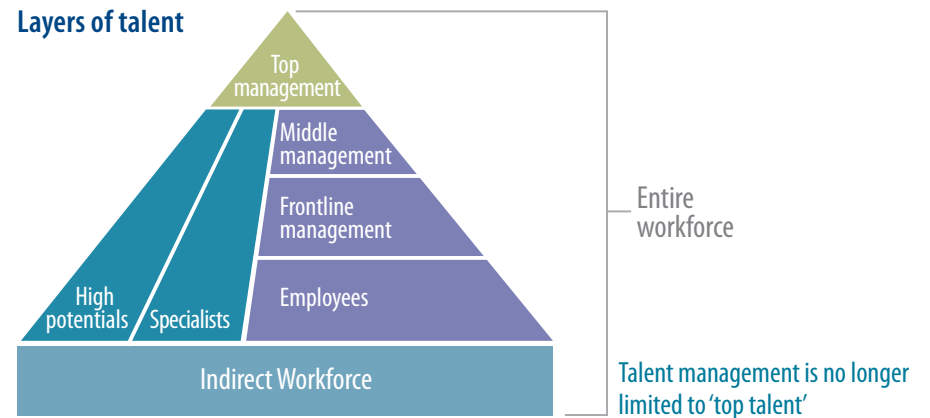
enVista also applies the Appreciative Inquiry (AI) approach to personal and

organizational changes. AI enables human systems to function at their best. This leads to knowledge-rich, strength-based and adaptable learning organizations.

**Recruiting Assistance & Advisement**

Shrinking talent pools coupled with high recruiting costs, have created a critical need to retain new hires and enable them

to perform productively in their new capacity and environment. Your company often makes a considerable investment in recruiting and hiring. Whether you are looking to create, overhaul, or fine tune your recruiting process, enVista's proven methodology enables you to get the right individuals into your organization and accelerate their time-to productivity.



**Real Results**

**Direct Benefits:**

- Participant centered training that leads to better retention of information.
- Motivates employees to utilize their talents to add to your company's bottom line.
- Increased loyalty of employees.
- Improves your overall company culture .
- Improve employee morale and focus.
- Enhances better communication between management and employees.

**Indirect Benefits:**

- Improved customer service
- Employees have "buy-in"
- Optimizes internal processes and procedures.
- Increased profitability and production.

