



Total Talent Development (TD) Solution™ Checklist

A Comprehensive HR Solution for Executives to Grow and Retain Your Internal Talent

Green Training Associates LLC Services to Meet You Where You Are in Your Talent Development Strategy

New organizations are being created at a record rate. Founders and leaders of organizations manage many priorities, creating new products and services, securing funding, and many other start-up activities that take place during the early years of running a business. And leaders value having continuity to nurture and mature your organization's people.

Green Training Associates, a full-service Talent Development consulting firm, is here to help with our Total TD Solution to meet your needs. We meet our clients where you are and contribute to your business goals by aligning your people strategy. Your corporate priorities are our priorities dedicated to building your company's talent development strategy, culture, and future readiness to succeed.

Your people are the heartbeat and drumbeat of a thriving organization! With Pam's help, let's build your sustainable organization by investing in Practical Leader & Workforce Solutions to Select, Onboard, Develop, Coach, Retain and Promote Employees who will perform at their highest potential.

Practical Leader & Workforce Solutions to Select, Onboard, Develop, Coach, Retain and Promote Employees

We provide fully customized consulting services in six essential talent development categories:

1. Executive Guidance & Board Advisor
2. Selection & Onboarding Methods
3. Growth & Development Planning
4. Thriving Organization Culture
5. Career Path Tools
6. Succession Plan Process

Executive Guidance & Board Advisor	
Your People Checklist	Green Training Associates LLC Services
Form strategic advisory board by selecting directors with key expertise to guide the new organization’s structure and strategy. Add a woman executive’s perspective.	<ul style="list-style-type: none"> ✓ Board Advisory Role to guide people strategy, aligning to business goals and focus on women leaders’ growth. Serve Board roles: <ul style="list-style-type: none"> ○ Chief Talent Dev Officer ○ Chief People Officer ○ Chief Learning Officer
Accelerate business growth and ESG commitments when your leadership team engages in strategic planning sessions.	<p>Two Custom Leadership Strategy Sessions to ignite your business strategy-to-execution with discussion-to-action plans:</p> <ol style="list-style-type: none"> 1) People Priorities: Advance your organization’s goals by designing and facilitating strategic capacity & resource planning sessions. 2) ESG Commitments: Accelerate your ESG goals with your people strategies through goal setting and leadership priorities, stakeholder & talent alignment, capacity planning, and training & education tailored to your priorities.
Executives & leaders may benefit from private coaching for strategic or relationship matters.	<ul style="list-style-type: none"> ✓ Coach executives and leaders utilizing Hogan-certified leadership methodology for important, positive changes that cascade through your organization and permeates the core business model, values, and culture. ✓ Benefits of coaching: <ul style="list-style-type: none"> ○ Clarify roadblocks to optimal performance, goals, and values. ○ Gain self-knowledge to adopt new behaviors into habits by practicing and developing talents and strengths toward performance goals.

Workforce Selection & Onboarding Tools

Your People Checklist	Green Training Associates LLC Services
Plan the human capital needed to run the business.	<ul style="list-style-type: none"> ✓ Construct <i>capability models</i> that align to business goals. ✓ Create <i>job descriptions and hiring criteria</i>. ✓ Develop <i>custom interview guides</i> to optimize hiring with behavioral-based questions and train leaders how to use.
To select top talent, match prospective employees to your culture.	<ul style="list-style-type: none"> ✓ Administer <i>Employment Profile assessment</i> for job candidates to match prospective employees with your culture, using Hogan’s online tools.
Once hired, help new employees rise to a solid job proficiency level using an onboarding plan that prepares quickly.	<ul style="list-style-type: none"> ✓ Build <i>custom Onboarding Programs</i> to reduce time to job proficiency and acclimate new employees faster to your company culture and operations.
Establish company values, DEI policies, and operating systems – your DNA and how you work together.	<ul style="list-style-type: none"> ✓ Develop a <i>Culture Handbook</i> for new employees and contractors to thrive and embrace your organization’s values, work standards, DEI policies, and expectations. Do everything possible to create and communicate a fair and productive workplace.

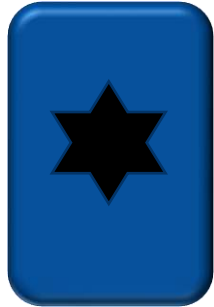
Growth & Development Planning			
Your People Checklist	Green Training Associates LLC Services		
<p>Develop employees with a continuous learning mindset by providing ongoing training workshops.</p>	<ul style="list-style-type: none"> ✓ Design and facilitate skills and knowledge training workshops to help your employees perform to their highest potential. ✓ Select courses from GTA's Curriculum Index to develop core capabilities. (Upon request). ✓ Build custom courses specific to your topics by expert designers with your SMEs. ✓ Using performance learning labs, drive skills application from training-to-job, where employees work on live projects to capitalize on business opportunities and solve problems. 		
<p>Optimize work relationships where employees embrace diverse perspectives, capitalize on expertise, and collaborate easily.</p>	<ul style="list-style-type: none"> ✓ Improve work relationships with personality styles training between diverse employee groups (leadership, engineers, sales, IT, tradesmen, etc.) ✓ Train employees to operate well with cross-disciplinary or cross-functional teams or task forces matrix - collaboration workshops. 		
<p>Accelerate your explosive business growth mindset by equipping your workforce.</p>	<table border="0" style="width: 100%;"> <tr> <td style="vertical-align: top; width: 50%;"> <ul style="list-style-type: none"> ✓ Plan your company's competency Model: <ul style="list-style-type: none"> ○ Leadership ○ Workplace & Business Strategy, ○ Team Management ○ Communication ○ Personal Strength ○ Sustainability. </td> <td style="vertical-align: top; width: 50%;"> <ul style="list-style-type: none"> ✓ Deliver tailored training workshops on many topics, including... (Full Curriculum Index - upon request). <ul style="list-style-type: none"> ○ Encouraging Innovation ○ Leading Change ○ Cross-disciplinary Collaboration ○ Team Management & Leadership ○ Courageous Leadership ○ Creative Problem Solving ○ Decision Making ○ Managing Complexity with Critical Thinking ○ Intelligent Risk Taking ○ Resiliency, Agility and Flexibility </td> </tr> </table>	<ul style="list-style-type: none"> ✓ Plan your company's competency Model: <ul style="list-style-type: none"> ○ Leadership ○ Workplace & Business Strategy, ○ Team Management ○ Communication ○ Personal Strength ○ Sustainability. 	<ul style="list-style-type: none"> ✓ Deliver tailored training workshops on many topics, including... (Full Curriculum Index - upon request). <ul style="list-style-type: none"> ○ Encouraging Innovation ○ Leading Change ○ Cross-disciplinary Collaboration ○ Team Management & Leadership ○ Courageous Leadership ○ Creative Problem Solving ○ Decision Making ○ Managing Complexity with Critical Thinking ○ Intelligent Risk Taking ○ Resiliency, Agility and Flexibility
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Thriving Organizational Culture	
Your People Checklist	Green Training Associates LLC's Three Training Suites
Build an inclusive, diverse, just, equitable culture that offers psychological safety and acceptance.	<p><i>Inclusive Culture Training Suite (Diversity, Equality, Inclusivity)</i> develops <i>Smart People</i> with six training courses.</p> <ul style="list-style-type: none"> ✓ https://greentrainingassociates.com/virtual-suites/inclusive-talent/ ✓ Outcome: Improve workplace collaboration, inclusivity, acceptance, and solid relationships.
Build a business where all employees develop a growth mindset essential for your success.	<p><i>Growth Mindset Training Suite</i> develops employees for <i>Smart Business</i> with six training courses.</p> <ul style="list-style-type: none"> ✓ https://greentrainingassociates.com/virtual-suites/growth-mindset/ ✓ Outcome: Develop skills to drive innovation, lead change and increase business results.
Set a vision with purpose-driven with green, sustainability and ESG business models and train employees with skills to execute it.	<p><i>Sustainable Future Training Suite</i> develops employees for a <i>Smart Planet</i> with six training courses.</p> <ul style="list-style-type: none"> ✓ https://greentrainingassociates.com/virtual-suites/sustainable-future/ ✓ Outcome: Educate new employees with your company's sustainable development goals.

Career Path Tools	
Your People Checklist	Green Training Associates LLC Services
Identify, develop and mentor high potential leaders.	✓ Deliver <i>GTA's Essential Connections: Mentoring Partnerships Program</i> .
Engage an agile, flexible workforce with mobile employees, cross-business support, and career paths to move up in the organization as it matures.	✓ Create a <i>custom career path process</i> to enable employee mobility opportunities for retention and professional growth to elevate in your organization.
Enable your team managers to be successful career advocates for their employees.	✓ <i>Train your team managers on how to have career exploration conversations</i> that align to employees' passion and career goals.
Move at the speed of the market: Anticipate and respond to new priorities with training and moving employees to new roles to enable agility.	✓ Design <i>Upskilling and Reskilling Development Plans</i> so employees: <ul style="list-style-type: none"> ○ are cross trained for other functions or roles, ○ redirect employees with new skills to new jobs or ○ develop advanced skills to elevate to next-level roles.

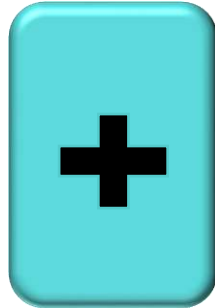
Succession Planning Process	
Your People Checklist	Green Training Associates LLC Services
Engage an agile, flexible workforce with mobile employees, cross-business support, and career paths to move up in the organization as it matures.	<ul style="list-style-type: none"> ✓ Create a custom career path process to enable employee mobility opportunities for retention and professional growth to elevate in your organization. ✓ Train your team managers on how to have career exploration conversations that align to employees' passion and career goals.
Build your leadership pipeline where we identify, develop and mentor high potential - emerging and middle leaders.	<ul style="list-style-type: none"> ✓ Identify high potential leaders using Hogan's Predictive Assessment Systems. ✓ Design and facilitate a tailored series of Leader Readiness Journeys to develop high potential/emerging/mid-level leaders with skills and knowledge. <ul style="list-style-type: none"> ○ https://greentrainingassociates.com/services/vital-leadership-intelligence-for-emerging-young-leaders/ ○ https://greentrainingassociates.com/services/mid-level-leadership-readiness-journey/
Plan and execute a succession plan to secure your organization's future and business continuity with prepared leadership.	<ul style="list-style-type: none"> ✓ Plan and execute a succession plan with: <ul style="list-style-type: none"> ○ roles, responsibilities, and future capabilities, ○ a structured talent review process, ○ candidate identification, ○ candidate preparation, and ○ smooth transition.

Your ROI Outcomes when you Invest in GTA's Total TD Solution™



Board Advisor & Executive Guidance to Invest in Talent Planning

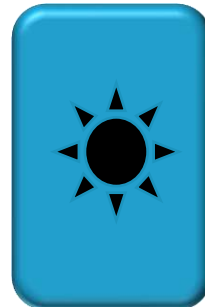
Advisory Boards need a Talent Development Officer to provide guidance, benchmark best practices and marketplace trends.



Optimize Workforce Selection & Onboarding

Selecting & onboarding employees maximizes your resource and capacity plan with the best talent available.

Improve their readiness to perform at their highest potential.

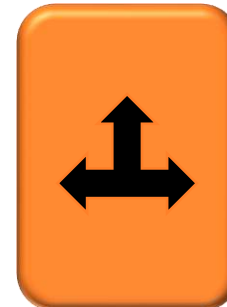


Cultivate Growth Mindset: Workforce Development

Grow employees and leaders to meet or exceed expectations.

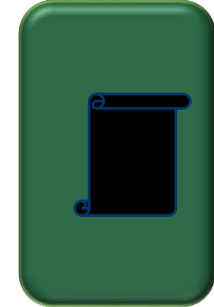
Upskilling & Reskilling Plans ensure you have the capabilities you need.

We transform learning experiences into business impact.



Improve Workforce Retention

When an employee feels valued, appreciated, skilled, promoted, and included, they realize the company believes in them and is investing in them. Loyalty follows.



Communicate & Nurture Cultural Norms

“Culture eats strategy for breakfast” P. Drucker. When you establish, communicate and nurture culture for an organization you achieve Smart People, Smart Business and Smart Planet.

Green Training Associates LLC

A Full-Service Talent Development Firm since 2009

<https://greentrainingassociates.com/>

- ✓ Serving clients in all industries, specialized in Green Sector, Sustainability Initiatives, Technology & Life Sciences Industries
- ✓ NJ-Certified Women Owned & Small Business Owned Enterprise
- ✓ NJ-Certified Sustainable Business Registry
- ✓ NJ BBB A+ Rating



pamsammarco



Green Training
Associates LLC



BBB Rating: A+
as of 10/31/2019
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