



Azion provides design, development and implementation of the following core services...

STRATEGIC ORGANIZATIONAL SERVICES

- ▶ Strategic Management Performance Scorecard.
- ▶ Senior Management Corporate Culture Assessment (Ideal vs. Current) with recommendations to achieve greater financial results.
- ▶ Senior Executive Team Building.
- ▶ Overall Human Capital Strategy, linked to business strategy and goals.
- ▶ Succession planning, contingency planning and in-house career streaming.
- ▶ Organizational Core Competency Model.
- ▶ Organizational Core Values.
- ▶ Advice and counsel on organizational structures.
- ▶ Merger and Acquisition/Integration facilitation.
- ▶ Merger and Acquisition HR culture due diligence.
- ▶ Change Management.

STRATEGIC AND TACTICAL HUMAN CAPITAL SERVICES

- ▶ Senior Leadership Training and Development of various curricula and programs (behavioral and technical skill-based), some examples below:
 - Leadership.
 - People management.
 - Customer retention.
 - Sales management.
 - Basics in financial management.
 - Business management.
 - Operations.
- ▶ Leadership Impact Profiles and Assessment.
- ▶ Executive Coaching.
- ▶ Talent Acquisition & Retention Strategy and Tactics:
 - On-Boarding/Employee Orientation Program.
 - Behavioral and Technical competency model development for specific job groups.
 - Behavioral interviewing training and development of interviewing questions for Hiring Managers.
 - Candidate Selection Process.
 - Development of measurement tools to track employee turnover, costs, exit interviews.
- ▶ Relevant and Actionable Employee Satisfaction Surveys.
- ▶ Performance Management System:
 - Position mandates and job descriptions.
 - Management training on coaching and evaluating team and individual performance.
 - Performance evaluation system development based on individual and team performance for various job groups, linked to organizational goals.
- ▶ Cross-cultural training.
- ▶ Diversity Strategy development.
- ▶ Compensation Strategy development.