

Key Concepts:

- Equip your people to understand and navigate the process of change to create sustainable success.
- Align vision - strategy - people - process & outcomes
- Getting the right people in the right position at the right time.
- Attracting, engaging & equipping talent
- Engaging, developing & engaging current employees.



OVERVIEW

Equipped for Change:

KARS Talent Optimization & Ecosystem Mapping



The People Side of Change

As a key component of its service offerings, The KARS Group LTD provides strategies, frameworks, insights and consulting services to support organizations in their efforts to equip, manage, and lead through change.

The Process of Change

Change is a process that begins with an event.

- The Catalyst (Event)
- The Shift (Transformation)
- The Next Normal (Application)
- Creating safe spaces where people are seen - heard - valued

Talent Optimization

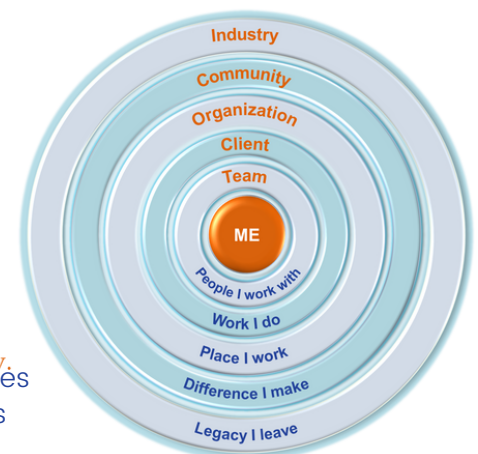
- Talent strategy that aligns with your organizational strategy
- Strategic planning process - must be intentional
- Uses Data/Tools - (i.e., Predictive Index/Kolbe/DISC)
- Goal: Right people in the right seats at the right time

The Ripple Effect - Communication Strategy

Connect goals/outcomes to what's important to your people

- In the absence of a clear message, people will create their own.
- We craft a communication strategy that aligns with desired outcomes
- Speak to what's most important to your people to make connections

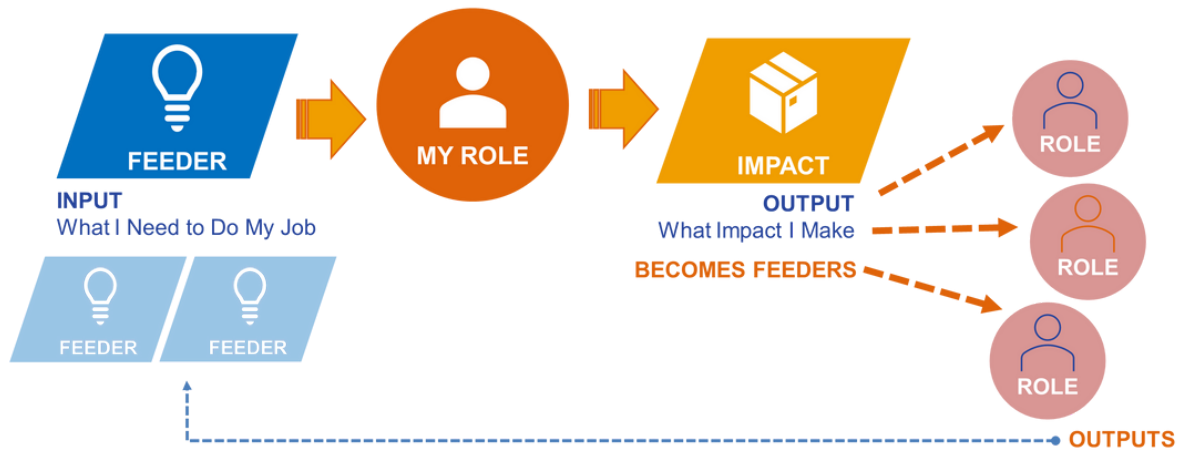
The Ripple Effect:



Talent Optimization: KARS Ecosystem Mapping

An important part of developing a Talent Optimization strategy is aligning the right people in the right position at the right time. Through the KARS Ecosystem Mapping process, organizations are able to outline the connections and interplay between roles, data flow, outcomes, impact and deliverables. This enables organizations to determine the effectiveness of current roles, determine what new roles are needed, and provide insights regarding reorganization and restructuring efforts. This mapping is integral to aligning organizational goals and outcomes, existing processes and talent strategies to ensure long-term success.

Zone of Influence



Organization Ecosystem

Position Assessments/Community Invitations

- KARS Position Assessments provide ways to gain insight from current team members to optimize position descriptions and form the basis for position postings for recruitment purposes.
- Highlight: The Team; The Impact; Connect to the Work; The Responsibilities; The Fit; The Organization
- Allows people to “see” themselves in the role
- Creates connection and engagement
- The KARS Community Invitation Framework(TM):
 - Position title
 - People you work with
 - Client you impact/outcome you produce
 - Goals you contribute to
 - Responsibilities you have
 - Core competencies you need
 - What you need to be successful
 - How do you know if you're not
 - A description of the organization
- Key questions: What will I be doing? – Who will I work with? – What impact will I have?



About the KARS Group

The KARS Group LTD helps organizations create safe spaces where their people are seen, heard, and valued by equipping leaders to embrace, manage, and lead through change. Our focus on engagement, learning, and leadership creates a comprehensive talent optimization approach that leads to long-term, sustainable success. Contact us at www.karsgroup.com.



karivers



karsgroupltd



karsgroupltd