



The Growth Solutions Group



Company Overview

Helping you select, retain and motivate star employees

The Growth Solutions Group is a human capital consulting firm that helps organizations maximize results by focusing on their people. In today's knowledge based work environment, employee productivity, retention and teamwork is critical to success. At the Growth Solutions Group, we develop creative approaches to employee-related issues. With special focus on measurable results, we pride ourselves in creating people processes that save time and money while leading to a more satisfying and rewarding workplace.

Our services include:

Creative HR Problem Solving

New and unique ways to address people issues including selection, retention, motivation, performance improvement and more. No two businesses are alike and employee issues are created by a complicated combination of factors. Let us analyze the issues and their causes then propose an action-oriented plan that will make a difference in how people behave and positively affect growth and profits. See our client list for examples of creative solutions. <http://www.predictivehiring.com/clients.html>

Predictive Hiring™

The first step toward creating a productive workforce is to select the right employees. Most organizations do this by trial and error – a costly and inefficient process. Our Predictive Hiring process takes you through a series of disciplined steps that brings objectivity to the selection process and can ultimately reduce turnover by 25% or more. The Growth Solutions Group has developed this unique process that is affordable for even the smallest organizations. Try out our free **Select Stars™ Job Profile Worksheet** at http://www.predictivehiring.com/job_profile_worksheet.php

Get Great Employees™

No HR manager? No one trained in interviewing/recruiting techniques? Any size business can Get Great Employees using our step-by-step guide to finding and selecting the right employees. The guide provides easy to reference information on everything you need to know from when to hire to advertising for candidates, interview techniques and getting the new employee started. Get Great Employees will lead you to highly effective and inexpensive software tools that will do most of your HR work for you based on the knowledge of experts previously available to only the very largest organizations. For a free copy of **Seven Steps to Hiring Star Employees** send an e-mail to susan@predictivehiring.com



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Assessment and Coaching

Throughout the world, every religious and cultural value system teaches The Golden Rule, “Treat others as you wish to be treated.” At The Growth Solutions Group, we have elevated this value one more step to The Platinum Rule, “Treat others as THEY wish to be treated.” Success in life and work comes more easily when individuals understand their own strengths and can identify the diverse strengths of others. When building on strengths, we are more relaxed, productive and happier. We offer a variety of assessment instruments and training programs that enable individual employees and teams to incorporate The Platinum Rule in the workplace. For a free trial of our Business-focused Behavioral Style DISC Assessment, e-mail disc@predictivehiring.com.

Organizational Surveys

Having definitive information about employee attitudes and issues can get you focused on the most important initiatives, stimulate productivity, increase participation, and reduce turnover. Our cost-effective internet-based surveys are customized specifically for your needs. Short surveys can be repeated frequently to keep a continuing pulse on your organization. <http://www.panoramicfeedback.com/products/surveys/>

360° Feedback

Key professionals who get feedback from peers, superiors and subordinates get the full view of their performance through others' eyes. Our on-line 360° feedback instruments are totally customizable and easy to use. Each review comes with a customized coaching guide for employee development, training and succession planning. <http://panoramicfeedback.com/products/360/>

On-line Performance Management Systems

It's obvious that goal setting and continuous feedback are key to creating high performing organizations. Unfortunately, most performance reviews are time consuming and cumbersome – so much so that many managers give them little if any attention. With our on-line goal tracking and review writing systems, we can cut review writing time in half, avoid legal issues and provide high-quality feedback. http://www.hrnonline.com/per_about.asp?wt.mc_id=hm1

Planning and Strategy Facilitation

Using disciplined meeting and brainstorming techniques, we keep business objectives in focus and reach group consensus in record time. We help you develop definitive action plans that allow you to measure progress and ensure results. Your team will go away from our meetings feeling positive about their participation and ready to face the issues identified. A recent major project included facilitating five strategy groups of senior leaders in five industry disciplines. The information derived resulted in the NJ Chamber of Commerce **Platform for Progress**. <http://www.platformforprogress.com/>