



ORGANIZATIONS

HELPING ORGANIZATIONS SUCCEED

For more than 30 years, we've been a trusted consultant to organizations of all sizes and types. Each and every service is tailored to support your business goals, culture and bottom line. Our services include:

STRENGTHENING TEAMS
DEVELOPING LEADERS

SELECTING AND ONBOARDING TALENT
TRANSITIONING AND OUTPLACEMENT

WHEN ARE ORGANIZATIONAL SERVICES RIGHT FOR YOU?

If you want to strengthen communication, demonstrate a strong commitment to your team, and improve business results, then Crosworks customized services are right for you. Crosworks team members have guided many organizations through watershed events, including mergers, acquisitions, divestitures, spin-offs and various types of internal restructurings as well as cultural change. Drawing upon these experiences, we collaborate with you to build effective teams, motivate employees to perform at their best, and improve communication.

OUR APPROACH

Every client relationship is uniquely embraced – we take the time to understand your history as well as the challenges and opportunities you face today. We meet each client with an open-minded and supportive approach. The cornerstone of our methodology is the Birkman Method®. This uniquely powerful assessment tool not only pinpoints individual strengths, motivations, perceptions, and workplace behaviors, it also provides a framework for understanding interpersonal interactions. With understanding comes power. ¹

DID YOU KNOW?

Companies with engaged employees outperform those without by up to

202%

~Gallup



ORGANIZATIONAL SERVICES AT A GLANCE

STRENGTHENING TEAMS

Strong teams collaborate, communicate, overcome challenges, and achieve common goals. We begin by strengthening each team member. Once teammates can identify and share their strengths, how they make decisions, manage relationships, and overcome challenges, then they can work together to complement and capitalize on each other's differences.

- One-on-one interviews and assessments
- Birkman Advanced reports for each member and team sharing
- Facilitation of group sessions
- Ongoing support and coaching for each teammate and for the team as a whole

SELECTING AND ONBOARDING TALENT

Hiring the best-fit talent to join your team is a unique blend of art and science. We can help you strategize and implement hiring and onboarding practices that will help you select talent that will fit the role, the team, and your culture.

- Leadership and professionals
- Role creation/definition
- Selection process design
- Interview partner coaching
- Candidate assessment
- Onboarding design

DEVELOPING LEADERS

It's well known that leaders are not born, they're made. So rather than rely on genetics to achieve better business results, we can help you coach and develop leaders to yield more engagement, commitment, ideas and more wins.

- One-on-one coaching for newly appointed or experienced leaders
- Birkman Assessment/360°
- Development/succession planning
- Goal setting and action plans
- Ongoing progress assessment

TRANSITIONING AND OUTPLACEMENT

One of the purposes of change is to gain strength. Optimizing the outcomes of change can have long-lasting effects on your company culture. We can guide you through various types of restructuring, and support career transition activities to equip those preparing to leave your organization land in the right job.

- Transition consulting and planning
- Communication and leadership preparation
- Career Assessment
- Job Search Strategies
- One-on-one support from a career strategist for departing associates

“Crosworks helps us maximize our staff's productivity and quality of work life by matching their innate skills and interests to the roles we have in our company. We are able to analyze jobs by their composite roles and combine the roles into more satisfying work for our staff members. This contributes to better outcomes for our customers. We have used the Birkman assessment with our entire staff. It gives us a common language. Our intention is to continue to invest in these tools that help our staff be high performers.”

~ Eric L. Burkland, President, The Ohio Manufacturer's Association