



Talent Management Solutions

Improve Your Profitability Through Your Human Capital



Talent Management Solutions

Designed to **Increase the Return** of your Human Capital Investment

HUMAN RESOURCE (HR) AUDIT

Does your Human Resource vision and leadership align with your business objectives? Drake's **HR audit** pays for itself many times over by helping you identify what will have the largest positive impact on both the productivity and performance of your business. The audit leads to an in-depth report, with specific recommendations on how to get your business on track.

- Ensure up-to-date labour law compliance
- Increased effectiveness of policies, processes, & procedures
- Actions to solve HR challenges & seize HR opportunities

HR PARTNER ON DEMAND

Are you paying a full-time HR professional for a part-time requirement? Outsource a specialist team at a fraction of the cost. **HR Partner on Demand** gives you access to a full range of HR services customized to your needs – when you need them. Drake's experienced HR practitioners will assist your own HR department or provide external stand-alone HR support. Human resource/employee relations strategies can be implemented to assist with company start-up, growth, maturity, or decline stages.

EMPLOYEE FEEDBACK

Are your employees fully engaged and positively contributing to your bottom line? Do you know how they are feeling at work? Do you know the real reasons employees leave your organization? **Employee Feedback Solutions** helps you obtain candid, objective feedback without the hassles of managing and administering your own surveys, exit interviews, and focus groups. Uncover root causes and consequences on employee satisfaction levels and get valuable insight and actionable recommendations for improvement.

- Identify gaps & areas of focus for strategic planning
- Increase employee satisfaction, loyalty, & engagement levels
- Reduce hiring & training costs, while retaining your top talent

TEAM EFFECTIVENESS

Is your organization bearing the increasingly high cost of hosting underperforming teams? Let Drake help you optimize **team effectiveness** through team assessment tools, coaching, and customized workshops. Your team will learn to function at their maximum potential.

- Create effective team dynamics to improve productivity & engagement
- Develop a high-performance team culture

HR HELP LINE

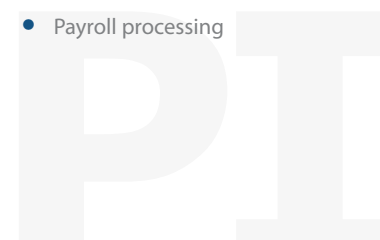
Looking for practical and commercially sound advice on all aspects of talent management? **HR Help Line** gives you this and more via a subscription-based email or phone service. Drake's team of experienced HR consultants will provide your organization with valuable information and allow you to spend more time on your core business goals.

- Telephone or email advice five days a week
- Receive customized telephone line or email address for your organization
- Flexible pricing & payment options

TALENT MANAGEMENT SYSTEM (TMS)

Are you keeping track of your human capital? Drake's **TMS** is a flexible and dynamic HR solution that enables best practices and HR workflows. Our Software as a Service (SaaS) on Demand model allows you and your employees to access information when you need it, wherever you are located. Core modules include:

- Human Resources Information System (HRIS) intranet
- Health and safety policies
- Benefits administration
- Performance management
- Time and leave balances
- Applicant tracking
- Labour relations information
- Payroll processing



PI + PI = PI

Productivity Improvement + Performance Improvement = Profit Improvement

OUTPLACEMENT

Does your organization have the skills to professionally reduce staff while effectively maintaining productivity, improving morale, and minimizing the chance of litigation? Drake's Consultants will customize a career transition and outplacement solution to minimize employee hardship while reducing corporate and personal exposure. The benefits to your terminated employees include:

- Practical career advice and emotional support
- Career coaching and résumé preparation
- Minimized job search period and lowered stress
- Access to networks and keys to the hidden job market

ASSESSMENT TOOLS

If multiple applicants look the same on paper, how do you distinguish between them and hire the "right" individual? Drake's **Personality and Skills Assessment Tools** assess knowledge and skills as well as personality and behaviour to ensure that you're attracting and hiring Top Performers.

- Attract, select, & retain the best to build a high-performance culture
- Minimize the risk & cost of a potential bad hire
- Maximize the power of your training & development dollars by understanding opportunities & teaching requirements

LEARNING MANAGEMENT SYSTEM (LMS)

Do you find you are spending too much time and money managing your training initiatives? By implementing an **LMS**, you can align learning initiatives with your strategic goals and minimize these costs. Drake's LMS is a secure, web-based system enabling organizations to create, manage, track, and deliver both eLearning and classroom-based training.

- Provide a systematic way to increase competencies & performance
- Automate tedious administrative & reporting tasks related to training
- Replace fragmented learning methods with one that is efficient, consistent, and centralized

LEADERSHIP DEVELOPMENT

Are your business leaders strong and inspired? The success of your organization relies on such people. Drake Consultants can assess your existing leadership team and provide insight, coaching, and tools to help drive performance.

- Improve leadership based on new insights on strengths and weaknesses
- Generate greater bench strength by grooming the next generation of great leaders

RECRUITMENT PROCESS OUTSOURCING

Are you losing the battle in the war for talent? Sourcing top talent – people who become superstars in your organization – is not a matter of good luck. It's a matter of consistently applying an effective hiring process. Whether you are looking for permanent or flexible staff, Drake operates as a value-added extension to your HR department.

- Outsource this transactional HR function and reduce time-to-hire
- Gain access to our extensive network of candidates

EMOTIONAL INTELLIGENCE ASSESSMENTS

Are you looking for a way to achieve higher retention rates and reduce turnover, resulting in increased morale and cost savings? You can with an **Emotional Intelligence (EI) assessment**, a verified key indicator to predicting performance and potential. A person's EI is not static and can be developed and enhanced over a period of time. Drake's assessment helps to evaluate where targeted employee development can occur. Strategic development programs can lead to a growth in performance, communication, and leadership potential. Complementing the interview process, EI can also be used as an effective screening tool for prospective employees.

“Each Drake solution is as unique as the client for whom it is designed. However all solutions share one common trait – they are backed by our longstanding dedication to providing our clients with measurable results.”

- Bill Pollock, Chairman, Drake International

Our Measure Of Success

We measure our success on how much we contribute to delivering results on human capital measurements.

- Lowering your cost of hiring
- Improving levels of employee engagement
- Reducing staff turnover rates
- Increasing levels of employee satisfaction
- Improving productivity to do more with less
- Improving performance to create a sustained competitive advantage

Our Goal

Your revenue growth and profit improvement.

Have one of our Drake professionals collaborate with you to build and implement a customized solution that focuses on results, not just service.

Contact Drake Solutions at:

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