

## ORGANIZATION DEVELOPMENT CONSULTING

We will collaborate with your leadership team to develop wholistic approaches for developing leadership and implementing healthy, sustainable change efforts.

### ■ LEADERSHIP DEVELOPMENT

Includes facilitation of needs assessment, design, and implementation of a system for developing leaders at all levels; specialized in specific program design and delivery.

### ■ STRATEGIC CHANGE MANAGEMENT

Scenario planning with senior team to choose new strategic direction

Facilitation of design and implementation of change initiatives, focused on gaining buy-in and commitment throughout organization

Integration strategy for Mergers & Acquisitions – attention on what makes M&A's succeed based on best practices across industries

### ■ TEAM BUILDING

Creating Shared Vision among the management team

Process improvements through cross-functional team collaboration

Recognizing and leveraging diversity in teams — from styles of communicating, learning, thinking, to cultural, age and gender differences

### ■ PSYCHOLOGICAL ASSESSMENT

Improve your company's recruitment, retention, and talent management success by taking full advantage of psychological assessment for your senior-level employees.

Recruitment and hiring decisions

Career development programs

## BOARD OF DIRECTORS AND/OR ADVISORY BOARD MEMBER SEARCH

Driving forces such as the changing global climate, uncertain economic times, public consciousness, and diverse values are causing rapid change among organizations like never before. Consequently, the overall role of board and/or advisory governance becomes very critical in guiding these organizations during rapid change.

■ The **BOARD OF DIRECTORS** is responsible to the stockholders — a more progressive perspective is that the board is responsible to the stakeholders, that is, to everyone who is interested and/or can be affected by the organization.

■ An **ADVISORY BOARD** though not responsible to stockholders, can be a tremendous complement to the effectiveness of the official, or formal, board of directors as it works to carry out specific, complex, major roles (e.g., financial analysis) or initiative (e.g., construct a building). They bring unique knowledge and skills to complement the knowledge and skills of the more official group (i.e., a board of directors).

*Gaines International will strategize with your firm to find an individual or individuals who will bring unique knowledge and skills to your organization. We will gather, analyze, and present biographical information of potential candidates to be invited as a member of your board. Our analysis of executives' accomplishments will illustrate their relevance to specific assignment.*

## REFERENCE CHECKING

Those of us in the search industry know, resumes win interviews but references win job offers. Employers agree that checking references is a critical part of the hiring process. Yet the entire process often frustrates everyone.

*Gaines International's objective will be to provide you with written, comprehensive employment reviews of candidates being considered for employment. We will provide you with commentary on candidates' job performance; verify dates of employment, job titles, registration, and possibly salary. All of our reference checking / employment verification interviews are confidential and are conducted by an experienced member of our staff. You will be content knowing your investment in this new employee will be worth it.*