

Consultants in Organization Development

The typical American company spends 50 times more to recruit a \$100,000 professional than it spends on training them in a given year; the top 500 US companies will lose half their managers in the next 5 years to retirement; over 50% of human resource executives report significant shifts in competency needs in their organization.

With knowledge and technology as the new economic currency, organizations across the board are realizing that there has been a seismic shift in the skills and talents required to run their business and remain competitive.

As demand for workers with higher skill levels rises, the supply of talent in the workforce and graduating from higher education is not keeping pace.

The overarching message is clear: companies must employ better ways to find and cultivate the skills required in today's dynamic global environment; building organizational capability and bench-strength is increasingly an urgent strategic priority, as is focusing work activity on business priorities and converting activities to desired results. Charlesmore helps companies build the organizational capability to convert strategic intent into sustainable results.

Leadership Development

The single most important part of designing a leadership development system is deriving it directly from business strategy, involving senior management in its creation, and making it an integral part of running the business.

Charlesmore helps clients design and deliver customized development programs for leadership groups and individuals at all levels that develop those skills and competencies required to lead the company into the future.

Capability Development

Ongoing development is crucial for building organizational capability in today's globally competitive business world, particularly as skill needs intensifies and the supply of workforce talent becomes more and more competitive.

Charlesmore helps clients design and implement capability development systems that build the skills and competencies necessary to achieve business goals, deliver strategy, grow the organization for the future, and provide a competitive platform to fuel employee commitment, performance and retention.



How We Work

We consider strategic, operational and organizational factors, think across different time and priority horizons and assure an integrative view across functions.

We bring to bear current expertise and knowledge of other industries and best practices; we provide an assessment of readiness to change and what will be needed.

We transfer skills and build the capability to make change happen; we help executive teams make difficult decisions and tradeoffs; we earn trust, but stay independent.

We Deliver Results, Not Reports