



CRANIAL EXPANSION™
It's more than just training.



Strategic Consulting

Supporting Your Corporate Objectives





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Providing comprehensive staff development is a key part of any successful business. Your organization needs the right skills to reach its corporate objectives, and it's your job to ensure those skills are there at the right time. You want to develop your organization over the long term, but that can't get in the way of your short term responsibilities. You have a budget for staff development, but that has to cover immediate as well as long term needs, resulting in a constant balancing act.

How do you figure out who needs what, and address those needs without disrupting the business? How do you know how much budget is sufficient, and make sure it's allocated in the most effective manner? How can you develop the right people at the right time?

We can help.

Cranial Expansion can help you determine where the needs are, what solutions will best address them, and how to do it all quickly and efficiently. Our consultants are experts at finding the right mix of solutions for every organization, helping you produce winning programs every time and getting the most out of every training dollar.

NEEDS ASSESSMENT

Understanding the Big Picture

Developing a complete picture of organizational needs is more than just compiling training requests from line managers. Performance reviews provide great bottom-up information on where individuals and managers want to go, but it needs to be balanced with a strategic top-down viewpoint as well. In most

organizations, the people that have the breadth of knowledge and vision to do that effectively are also the people with the least amount of time to do it - the executive team.

That's where we come in. Cranial Expansion consultants bring an in-depth understanding of technology along with finely honed business skills, so we know what questions to ask to get to the heart of the issues in each department. We're equally comfortable talking to your developers about leading-edge technology, or talking to your executives about industry trends.

We interview line managers, division leads and executives to determine what skills are required, where the gaps are, and how many people are impacted. We also compile information about what has or hasn't worked in the past, what initiatives are currently underway, and what people would like to see in the future.

We balance all that information against your corporate objectives to create a prioritized gap list that's detailed, actionable, and unbiased.

SOLUTIONS

Considering all the options

Addressing skills gaps takes more than just training courses, but it has to fit your environment as well. Once we've determined where the organizational needs are, we work with you to develop solutions that make sense for your business. Building on current initiatives and past successes, we develop an action plan that's flexible, accessible, measurable and sustainable.

We do that by looking at your existing internal and external training courses and fine-tuning those offerings wherever needed. We also consider a broad variety of supplemental development activities and find the ones that fit your culture and budget. These activities might include:

- A program of Lunch & Learn sessions
- A coaching or mentoring program
- Broader development and population of your intranet
- A Communities of Practice initiative
- A resource library

Our solutions leverage your existing initiatives, such as a CBT library, so you get maximum value out of your previous investments. If you use outside vendor courses, we help you get bulk discounts and other preferred-customer benefits.

The end result is a comprehensive matrix of solutions, tailored for your specific corporate needs and culture – solutions that can be managed internally, and in many cases, at no cost.

IMPLEMENTATION

Creating a success story

Great solutions still need to be implemented, and sometimes the hardest part is figuring out what to do first. We know that your initiatives need to show results quickly so we work with you to identify some easy wins and build a plan that capitalizes on them to build momentum.

When it's time to put that plan into action, we're there to support you. We don't make recommendations and then disappear – we stay and provide assistance wherever you need it. Whether it's program development and management, communications, or just administrative work, we'll get you up and running and make sure your programs are a success.

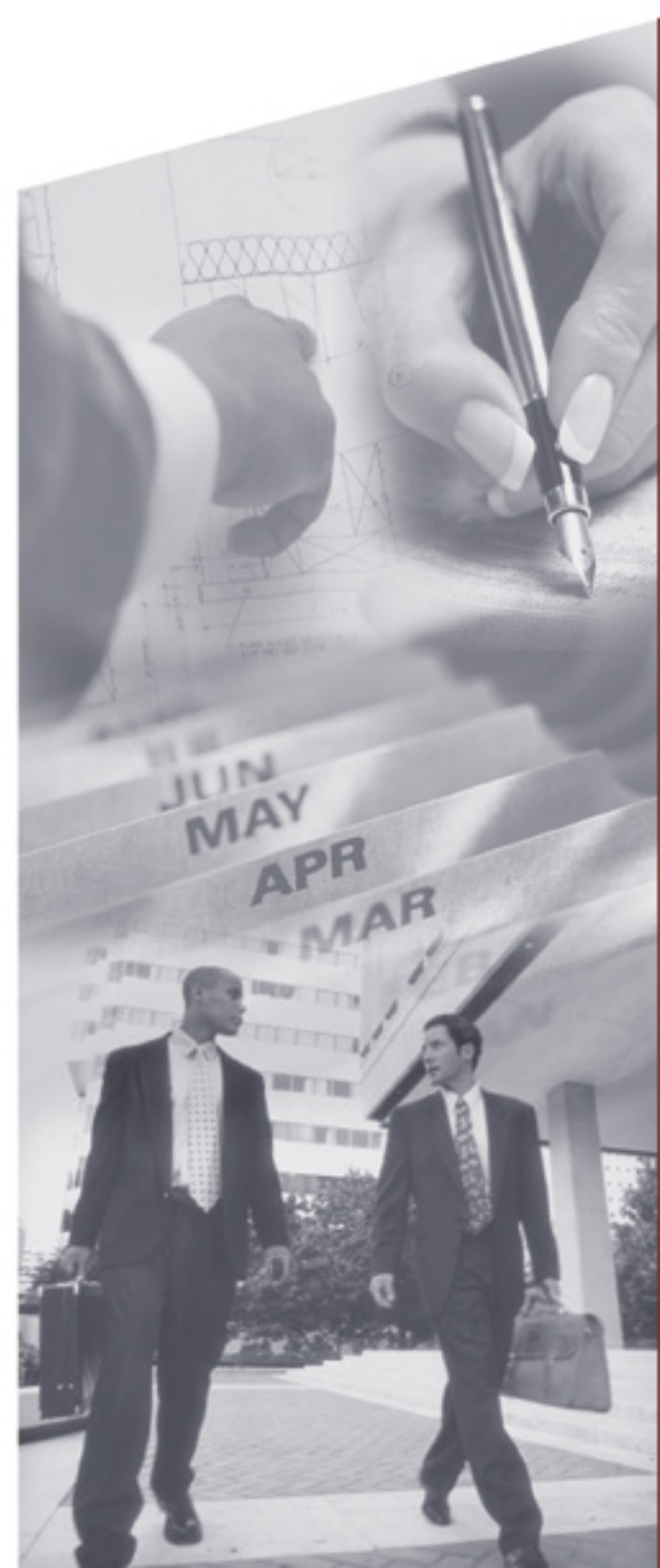
From initial consultations through final implementation, Cranial Expansion strategic consulting provides you the tools you need to meet your organizational development requirements.

Expert analysis

Practical solutions

Immediate results

It's more than just training





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