

RESEARCH BASED SOLUTIONS

2015

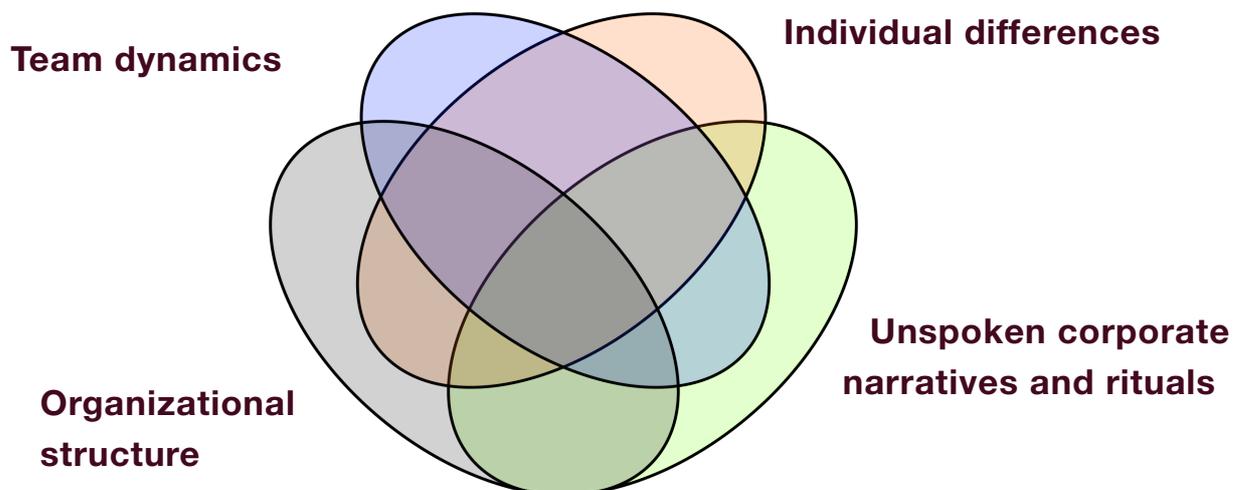
HERE & NOW
CONSULTING AND TRAINING

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Research based solutions

What is it?

- Every organization is unique, and solutions that work for one culture won't always fit for another. We invest, analyze and understand your specific circumstance and the dynamic issues you face. Research Based Solutions can help you ask the right questions, uncover the honest answers, and help shape a new course to maximize strengths and transform weaknesses.
- We partner with you to identify certain communication difficulties in your organization, to frame challenges in your company's culture, and accompany you to get ready for choosing and receiving tailored solutions and Holistic Trainings.
- Research Based Solutions identifies and makes sense of specific behaviors and patterns that shapes an organization's competency in a certain aspect. We do this in three ways. We identify fundamental behaviors that are generally not cost effective to train and coach, therefore enabling more efficient hiring and correctly positioning existing personnel. Secondly, we develop and coach, at both the personnel AND management level. Thirdly, we coach the system. We consult to reorganize how things work in relation to human competencies and personalities. As a result, we are a catalyst for creating sustained performance, increasing productivity in low, middle and top performers, and building 'in house' manager resources. Our mission is to enable your company to hire smarter, train faster and retain longer.
- HERE & NOW methodology rooted in three disciplines of psychology, business anthropology, and practical narrative analysis.



Team dynamics

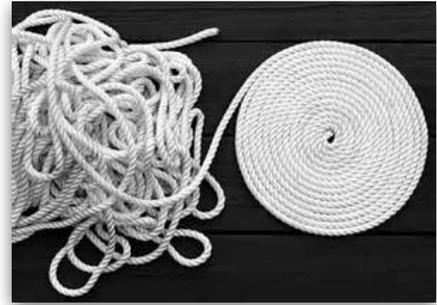
Individual differences

**Organizational
structure**

**Unspoken corporate
narratives and rituals**

How it works? In three steps:

- Ethnographic Interviews: Depending on the size of the organization we offer up to 6 free of charge interview sessions with key players at question to gain your trust that we understand your situation and get ready to give you a proposal. The key players can consider this as a chance to have a professional soundboard to get clear on how they are doing.



- Team coaching/training: Based on what we learnt in the interviews we identify few strategic themes to focus on in our team coaching/training sessions. These sessions are designed to be insightful, fun and intimate, to ensure the organization can reach it's best capacity.



- Individual consulting: We continue working with managers to establish a consistent process for constant improvement in their talent management practice and maintaining the efficiency.

How long it takes?

Depending on the size and the nature of the organization we might share a journey within a 3 months up to 3 years.

Contact us for more details. And feel free to visit our website for general information about [HERE & NOW](#).
