

# Free Energy

## Human Resources

### Organisational Development Consulting & Needs Analysis

Targeted needs analysis services to support the identification of appropriate, fit-for-purpose development solutions

#### Needs Analysis & Consulting Services

##### Root Cause Analysis

Working with organisational leaders to identify the root cause of systemic problems where performance is not achieving expected or optimal results, **before deciding on a solution.**

##### Diagnostic Profiling

Undertaking organisational, team and individual diagnostic profiling to uncover root cause issues and establish specific development needs, **before deciding on a solution.**

##### Development Planning

A consultative process of building organisational, team and individual development plans at both a strategic and operational level, **before deciding on a solution.**

Helping organisational leaders make informed investment decisions in organisational, team & individual development solutions

#### Outcomes

##### Road Map

Clients have a clear, costed and actionable development 'road map' that outlines where, when and how they need to invest their available funds to achieve the maximum return.

##### Forecasting

Using the 'road map', clients are in a position to accurately and reliably forecast their investment in organisational, team and individual development initiatives.

##### ROI

Clients are able to track and measure return on investment by mapping expected vs actual outcomes, relative to the development 'road map'.

#### The Process

##### Kick-Off Consultation

For all engagements, an initial, 1-hour meeting (no cost) provides the foundation for the scope of work, project pricing and timing. All work is quoted prior to service commencement.

##### Remote or Embedded

Determined by the scope of work, the project will be completed either remotely (simple scope) or as an embedded (complex scope) resource on the client premises.

##### Reporting

Regular progress reports at an agreed cadence according to the complexity of the scope of work. The final road map, including recommendations, are presented in person.

#### Contact

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