

Are you Developing the Next Generation of Leaders, or Merely Selecting Them?



Workforce Development is Often Overlooked

“The value of a business is a function of how well the financial capital and the intellectual capital are managed by the human capital. You'd better get the human capital part right.” ~ Dave Bookbinder, The New ROI, Return on Individuals. While most leaders would agree, many companies often overlook the value behind developing their workforce. Companies invest vast sums to maintain equipment, information systems, and facilities. Isn't it fitting that we invest in the maintenance of our human capital as well? How prepared is your workforce to embrace change? Does your infrastructure reinforce or inhibit behavior necessary for sustainable improvement? While your associates may be gaining experience and excelling in their current position, additional growth also requires new knowledge.

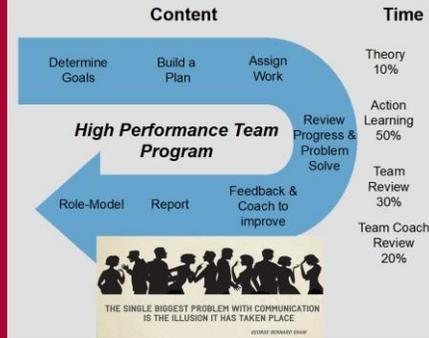
The Value of Human Capital Investment

Human capital is the measure of the economic value that an employee provides, through their knowledge, skills, and abilities. On average, total human capital costs are almost 70 percent of a company's operating expenses. To reap the most benefits from employees your business needs to invest actively in them. Investing in your human capital enhances:

1. Employee Satisfaction
2. Retention Rates
3. Employee Engagement
4. Client Engagement
5. Return on Investment
6. Organizational Communication
7. Recruitment
8. Company Culture

Implementation Engineers implements Human Capital Development principles that utilize both procedural and psychological elements to develop the most important of all company assets – **People**. We specifically offer programs designed to cultivate an optimized Human Capital system, designed to equip and empower your workforce to promote cultural transformation by developing your people to accept, lead, and implement change.

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High level Human Capital curriculums we offer:

- Change Management
 - Mobilizing your organization to embrace and champion change
- High Performance Management
 - Communication tools and techniques for leaders and teams
- Individual Growth Programs
 - Leader and team assessment platform that works with individual as well as team personalities to improve self-mastery and skills such as collaboration, curiosity, trust and resilience
- Appreciative Coaching and Train-the-Trainer
 - Training managers to be coaches and providing one-on-one coaching to instill behavior change
- The Requisite Organization
 - Developing the next generation of leaders through a comprehensive accountability system.
- Lean and Six Sigma / Continuous Improvement
 - Continuous improvement tools and techniques that work with cross-functional team dynamics to improve all facets of the manufacturing, transactional, and administrative processes

Ready to Develop Your Next Generation of Leaders?

Effective organizations need effective leadership to champion change by building 'thinking' teams focused on performance excellence and instilling an environment of accountability. **Implementation Engineers'** expertise is in ensuring a positive environment where individuals and teams can freely negotiate new work practices, learn more about each other and themselves, and exit our programs with a toolkit that enables them to build their own teams, assign work effectively, implement new practices, accelerate goal achievement and successfully manage change.

For further information on how to empower your workforce and create future leaders, visit [Implementation Training Programs](#).

“The function of Leadership is to produce more leaders, not followers” ~ Ralph Nader