

PROFESSIONAL SERVICES



LEADERSHIP DEVELOPMENT (Executive Coaching)

Organizations can usually expect an ROI that is four to six times the initial cost of the coaching. Additionally, tangible business results including improved productivity, better quality work product, and greater organizational strength have been observed as a result of coaching.



EMPLOYMENT TESTING

We assess employees for selection and promotion using a variety of personal testing methods that are both valid and legally defensible. We apply principles of personnel psychology to help guide organizations through critical aspects of the hiring and promotional process.



Leadership development for individuals and teams

Sometimes individuals and teams struggle to achieve peak efficiency and performance. We provide employees with accurate feedback about job behaviors and design customized development plans to help them maximize their job performance.



Talent management for succession planning and bench building

Planning for natural employee attrition and unexpected departures of individuals in pivotal positions is crucial in order to maintain continuity of managerial and leadership processes. We help organizations identify and develop high potential employees that can step in and fill an important role with minimal disruption in work flow. Our individualized performance plans are linked to your competency model ensuring a uniform approach to fulfilling your organization's mission.



Career derailment

Occasionally a highly valued employee's leadership style negatively impacts team performance. We do a comprehensive evaluation of their skill set and develop strategies to help the employee realign their managerial and/or leadership style with your organization's culture and expectations.



Assessment of mid to senior level managers for promotion

As individuals move up their career ladder, performance expectations and job duties become more abstract and complex. The complexities of higher level positions dictate that factors related to success be thoroughly evaluated. We design assessment programs to identify the unique talents necessary for executives' success in your organization.



Assessing job candidates' potential for success as sales representatives

The sales force holds a unique position in your organization. Specifically, the more success they enjoy, the more success your organization realizes. To keep pace with the methods of purchasing products that have evolved over the last few decades, sales representatives have had to develop many new skills. We use assessments designed to identify these sales skills to help your organization choose the candidate most likely to succeed in a sales environment.

Charles Baker, PhD, ABPP is a Business Psychologist who began consulting with executives, teams, and organizations in 1994. He consults with medium to large sized corporations in industries primarily related to high-tech, finance, and health care. Dr. Baker is a licensed psychologist (PSY 18034) and is board certified in Organizational and Business Consulting Psychology. He received his BS degree from Texas A&M University, MS from the University of North Texas, and PhD from the University of Missouri-Columbia. Dr. Baker is a **member of the Society of Consulting Psychology, the Society of Industrial Organizational Psychology, the American Psychological Association, and the California Psychological Association.**