



EXECUTIVE LEADERSHIP RESOURCES, INC

HUMAN CAPITAL ADVISORS FOR PRIVATELY HELD CLIENTS

HUMAN CAPITAL STRATEGIC PLANNING

What We Do

A sound strategic plan is a common denominator in very successful firms. The process of asking basic questions such as *Where are we now? Where do we want to be tomorrow? How do we get there?* is, in itself, illuminating.

Extraordinary firms have an additional common denominator: their strategic plans address the 'What, How and Why' of the business, then concentrate on the 'Who'.

We engage with families and their trusted advisors who believe the adage, *"People are our most valuable asset"* is not only an immutable truth, but a critical linchpin for success.

Our clients know that the strategic plan provides a road map for the tactical plans that ensue: the firm's annual plan, the departmental work plans, even individuals' performance plans.

In order to become an extraordinary firm, they must put that map in the hands of extraordinary drivers.

Together, we define 'extraordinary', assess the status quo, then craft the Human Capital Strategic Plan to complement their vision and mission.

How We Do It

We work within the parameters of your strategic planning process, whether you do it yourself or hire an outside facilitator to lead your team through the steps. We do not expand its scope; rather, we drill deeper into an often neglected aspect of strategic plans – the people who will implement it.

Organizational Assessment

We assess the organization with respect to your long-term strategy and the current team's ability to execute the tactics.

Plan Development

We then craft a plan to fill the gaps in your leadership team. In some cases, we may recommend individualized training and development. In others, the best alternative may be to augment the existing team by recruiting from outside the firm.

Project Management

The best-laid plans are just that until executed. We act as the 'quarterback' through every phase of implementation. If an outside recruiting firm is retained, we will also act as liaison to ensure that its team understands the cultural context behind the position specification and delivers according to your expectations.