



The **Ginac** Group
Career and Organizational Development



Business Impact

ORGANIZATIONAL SERVICES

Ginac Group Facts

- 1: Over 18 years experience in organizational change and development
- 2: Demonstrated success serving small, medium, and large-size organizations across a wide range of industries
- 3: Advisors to several of the nation's leading executives within large and start-up companies
- 4: Proven approaches, processes, and tools to achieve results
- 5: Solid references and testimonials from clients spanning a diverse range of industries and professions

The Ginac Group, a leader in the provision of career and organizational development services, provides strategic solutions to help organizations and individuals achieve tangible results. We can help increase the speed and effectiveness of your business execution activities, facilitate positive financial impact, and enhance employee and personal career satisfaction. We offer a wealth of knowledge, resources, and experience, coupled with unparalleled commitment and dedication, to help you achieve your business, professional, and personal goals.

Effectively manage change and develop your most critical resource — your people.

The Ginac Group provides a full range of services to support organizations in developing and managing their most valuable asset – their people. From organizational strategy to leadership development to ongoing career management and targeted training and facilitation, we can help you improve organizational effectiveness, develop high-performing employees, and reduce long-term costs associated with training, recruitment, and retention.

The Ginac Group will work with you to develop and deliver the services that best meet your organization's needs. We are committed to your success and achieving desired results.

Organizational Strategy and Transition: Develop and implement strategies to improve your organizational effectiveness and succeed in today's changing environment.

Leadership Development: Improve contributions from your employees, establish a culture that empowers success, and enhance overall business results.

Career Management: Provide critical career services to develop and retain a high-performing workforce.

Training and Facilitation: Maintain your competitive advantage and meet the changing needs of business through targeted training and facilitation services.

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DELIVERING POSITIVE RESULTS

www.ginacgroup.com

Effectively manage change and develop your most critical resource — your people.

Select the Services You Need

We provide a comprehensive suite of services that can be combined and tailored to meet your organization's unique needs and achieve desired results.

We can provide strategic planning services to help your organization define its future direction and prioritize goals, along with leadership development and succession planning services to help ensure you are developing the right skills in the right people to take your organization where it needs to go. Let us know what it is you want to accomplish, and we'll work together to determine the services that will best support you in achieving your goals.

<h4>Organizational Strategy & Transition</h4>	<h4>Leadership Development</h4>
<ul style="list-style-type: none"> • Strategic Planning • Culture Diagnosis • Outplacement • Communication and Messaging 	<ul style="list-style-type: none"> • Professional Assessment • Executive Coaching • Team Alignment • Succession Planning
<h4>Career Management</h4>	<h4>Training & Facilitation</h4>
<ul style="list-style-type: none"> • Career Pathing • Career Counseling • Career Advisor Coaching • Career Resource Center 	<ul style="list-style-type: none"> • Facilitation • Workshops • Focus Groups

TANGIBLE BENEFITS

Enhance organizational effectiveness and productivity

Align your workforce in support of strategic goals

Increase job satisfaction and employee retention

Speed time to employee proficiency

Deliver cost-efficient employee development services