



Organizational Development Solutions

Harnessing Your Human Capital to Generate Business Results.

Organizations that make meaningful investments in their human capital generate meaningful business results – measured in sales volume, customer service, productivity, retention, and of course shareholder value.

Human Capital costs in U.S. firms constitute approximately 64% of corporate spending. Of course how you spend is even more important than what you spend and at Vangent we believe a wise investment in your Human Capital begins with a thorough and validated understanding of the “state of mind” that exists with your people. Without this understanding the ability to facilitate actionable strategies for process improvement, talent development, and effective change management is greatly diminished.

Our Organizational Development tools feature the industry leading Campbell™ Development Surveys – recognized globally as the premier survey instrument for collecting, assessing, and quantifying attitudes, opinions, and perceptions at the individual, team, and organizational level. Now with secure online delivery, scoring, and reporting, you can streamline the process and accelerate your Organizational Development strategy and Human Capital return on investment.

Campbell™ Organizational Survey (COS™)

Collects and assesses the attitudes and opinions of employees organization-wide on important matters such as benefits, working conditions, top leadership, and organizational planning.

Campbell-Hallam™ Team Leader Profile (TLP®)

Quantifies the perceptions of the team leader and selected observers such as direct reports, peers, and managers – providing feedback that can quickly be used to impact team leader effectiveness.

Campbell-Hallam™ Team Development Survey (TDS™)

Gathers team performance information and assists team members in self-management – providing valuable feedback that enables the group to focus on strategies for improvement.

Campbell™ Leadership Index (CLI®)

Quantifying the perceptions of the leader and selected observers, the CLI instrument helps measure personal characteristics that are directly related to the nature and demands of leadership.



Only 34% of organizations are effective at identifying capable leaders early in their careers

(Chief Learning Officer, www.clomedia.com)

70% of organizations report moderate to severe leadership shortages

(Copyright © Bersin & Associates, www.bersin.com)

Sophisticated Technology Platform

Streamlined – Fast and efficient administration, minimized throughout, enhanced reporting capabilities

Ease of Use – Intuitive application, sound instructions, quick access and response times

Availability – Reach geographically dispersed workforce, 24 x 7 x 365 access

Reliability – 5 Year platform uptime rates – 99.99%

Security – 128 bit SSL and https (*secured hypertext transfer protocol*) standards, rigorous internal controls

Automation – Eliminating or minimizing the reliance on paper allows for improved workflow and data management

Addressing the Key Business Issues

- How do we maintain our competitive advantage?
- What matters most to our employees – what programs should we invest in?
- What areas of leadership development should we focus on?
- Are we putting our employees in the best position to succeed?
- How can we make sure we aren't letting key talent slip away?
- How do we improve group dynamics and effectiveness?

Unmatched Track Record

- Developed by renowned psychologist Dr. David Campbell
- Over 400,000 surveys administered
- Endorsed by the prestigious Center for Creative Leadership
- Successfully implemented by hundreds of clients including Bayer Corporation, Johns Hopkins University, Gambro Healthcare, Kohler Co., Miller Brewing Co., US Postal Service, Equifirst, and Prudential Financial

Successful Implementation

As with any initiative, the best strategies achieve the desired outcome only when they are properly implemented. At Vangent we are all about execution. We diligently work with you on project planning and logistics leading up to the survey kickoff. Our well-written and thorough Administration Guides help client project coordinators get up to speed quickly and enable them to stick to the implementation plan. Our detailed and user-friendly reports form the basis of specific and actionable strategies. We also offer custom analysis, facilitation, executive presentation, and performance consulting services to help clients assimilate the results and take action on recommended strategies for improvement. Additionally, we offer award winning custom learning solutions that address the developmental needs of your organization.

The holistic nature of our OD solutions makes the difference.