

Hudson

Asia Pacific | Europe | North America
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HUDSON DEVELOPMENT SOLUTIONS

REALISING POTENTIAL



Hudson

THE FAST CHANGING DYNAMICS OF THE GLOBAL ECONOMY AND THE DEMOGRAPHIC TIME BOMBS ACROSS THE PLANET REQUIRE ORGANISATIONS TO GIVE MAXIMUM PRIORITY TO THE DEVELOPMENT OF THEIR KEY RESOURCE - THEIR PEOPLE

If your business requires a structured approach to developing internal talent, Hudson can partner with you to help your people realise their potential, increase your ROI in training & development, and build internal capabilities that support your strategic direction.

OUR APPROACH

Our experienced consultants can help you create talent development and succession management programmes that support your business strategy, and ensure proactive management and mobility of talent throughout your organisation. By customising our solutions for distinct talent pools, we are able to maximise business impact while minimising related investment. Furthermore, by integrating group or team development with an individualistic approach, leverage the total output of your development programmes.

- Senior Leadership**
 Leaders are the driving force behind realising the ambitions of the organisation. As experts in the assessment of senior potential, we will work closely with members of your leadership team on a one to one basis to raise self-awareness and craft customised development plans that build on strengths and identify development needs.
- Line Managers**
 As the critical link between strategy and operational excellence, line managers require a unique combination of technical expertise and people management skills. Our approach focuses on enabling them to get the most out of their teams while also supporting them in transitioning to more effective people management and interpersonal skills.
- Employees**
 The broad employee population is often overlooked. They make up the largest part of the organisation and as such, a small change in productivity will have a large impact on the business. We can build a high quality, cost-effective and scalable solution using proprietary tools and processes to empower your talent.
- High Potentials**
 The critical talent pipeline planning process is based on an organisation's ability to accurately develop high potential employees. Our consultants will work with your key internal resources to fully understand related internal processes before designing a solution that integrates seamlessly and delivers immediate benefits.

"Hudson has become a vital and integral partner in a newly developed process for managing our talents in a high-value specialist environment. The consultants from Hudson make a difference by understanding our financial industry, our specific business in that industry and the markets in which we operate. Their ability to combine this understanding with their specialist knowledge and market experience makes them our highly valued partners in enhancing our Human Capital."

Marc-David van der Molen,
 Managing Director & Global Head HR, Wholesale Banking
 Products, Clients & Financial Markets, ING

YOUR BENEFITS

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| Employer <ul style="list-style-type: none"> Objective identification of talent across the organisation People development fully aligned with business needs Heightened leadership & management capabilities Improved engagement & retention of high potentials Better return on training & development investment | Employee <ul style="list-style-type: none"> Increased ownership of personal development Opportunity to better understand & realise potential Personal insight into strengths & weaknesses Support in expanding professional comfort zone Constructive feedback by experienced consultants |
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DEVELOPMENT SOLUTIONS

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| DEVELOPMENT CENTRES | DEVELOPMENT NEEDS ANALYSIS | PERSONAL DEVELOPMENT PLANNING | DEVELOPMENT INTERVENTIONS |
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Objectively evaluate your peoples' strengths and development needs in a dynamic and challenging environment, using business simulation exercises, integrated feedback and coaching, and action-based development planning workshops.	Identify development needs using work-based observations and participants' self-perception, as part of a coaching and/or 360° feedback solution. Built around a robust competency framework, this can be the most appropriate approach for your company's managers and leaders.	Translate increased self-awareness and understanding of development needs into concrete actions. Our consultants work closely with your people and their line managers to agree priorities and build meaningful development plans designed around personal learning style.	The implementation stage will ultimately determine the success of any initiative, so appropriate follow-up is essential. High-quality training, coaching & development interventions should support performance in the current role, as well as career growth potential, business objectives, and positive personal change.
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