

Talent Management

From process consulting to employee/executive assessments and coaching to integrated talent management software, NSS can assist your organization identify and manage your critical human capital.

Some of the many services we offer are:

Process Audits

Assessing where you are before commencing any improvement process is always worthwhile. We have developed a range of process auditing instruments, Monitor PulseSM. Monitor PulseSM instruments are available in web-based and paper formats and cover such processes as Performance Management and Talent Management.

Performance Improvement ProcessSM

We have developed a unique performance improvement process. Through a structured problem solving approach, we place all facets of a performance issue in perspective; clearly identifying causes and effects, options and priorities, before determining a course of action and planning to sustain the improvement.

Employee Surveys

The collection, analysis, interpretation of data about people, their jobs and their performance is at the heart of all our work. Employee Surveys are therefore core to what we do. We can provide a one stop solution for all your employee survey needs: survey question and process design, survey delivery (web, paper, face-to-face, telephone), analysis (even including automated analysis of narrative responses), reporting, feedback, and facilitated action planning.

Process Design

We specialize in the design, implementation, integration and provision of technology support for primarily behavioral engineering processes (e.g. performance management, feedback, development management, talent management, etc.).

We can work with you to design processes that seize the benefits of contemporary technology. We design processes that are sustained well after the initial excitement of implementation has passed.

Process And System Integration

By focusing on the core HR processes that impact performance and potential, we have learned how they interact and affect each other. Based on this experience, we can assist you to integrate these processes, whether or not you choose to support one or more with technology. We also advise on communications, training and technology.

Process And System Implementation

Designing processes is relatively easy but implementation can prove more challenging. There is always a need for an appropriate balance of buy-in and compliance management. With our blend of expertise in process design, data management, and technology, we can help you to ensure that your process and systems are genuinely implemented so that sufficient levels of usage (volume and quality) are achieved; after all, great plans produce no value unless followed.

Executive and Management Coaching And Development Management

A primary challenge for all organizations at the start of the 21 st century is, “How do we grow the resources that we have?”. Merely producing individual development plans will prove insufficient for some organizations to survive. We have to ensure that development plans are the very best (focused, practical and relevant) they can be, that they are implemented promptly and effectively, and that the return on investment is tracked and evaluated to inform future plans. We can provide a range of services to meet these needs, making sure that meaningful development truly happens!

To learn more about this seminar, please contact us:

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