

## SHADOWMATCH SERVICE OFFERINGS

### Behavioral Solutions to Business Problems

When time and resources are constrained, Business Leaders & HR Professionals always have the option of immediate help from experienced Shadowmatch consultants with key business issues related to team and individual behaviors.

The following Shadowmatch services focus on common team-related opportunities. Each service delivers accurate and insightful behavioral analysis in a rapid-engagement model that provides actionable information and recommendations. Most require a minimum effort on our clients' behalf beyond a description of the team and the specific challenge.



#### Team Analysis

- Provide insight into the team dynamics to more effectively manage the team and increase productivity
- Deliverables: Managers guide - A complete inventory of each individual's behavioral strengths; recommended development programs based upon team/individual tasks; how to manage areas of potential team conflict.

#### Team Building Workshop

- Align teams to be more cohesive to increase their focus & efficiency and consistently drive better results
- Deliverables: Facilitated 2-3 hour workshop; manager's guide - A complete inventory of each individual's behavioral strengths; recommended development programs based upon team/individual tasks; how to manage areas of potential team conflict.

#### Candidate Analysis

- Predict which shortlist candidates will successfully match/complement the team or organizational culture
- Deliverables: Detailed review of candidate behavioral profiles; analysis of candidate match to cultural benchmark of the proposed team; recommendation of candidate fit based upon stated goals/requirements; new hire development.

#### Top Performer Analysis

- Drive team performance by understanding the behavioral traits of the top/average/low performers
- Deliverables: The behavioral benchmarks of each level of performer and detailed information on the critical behaviors to look for when developing, recruiting, or deploying individuals into specific roles; under-performer development program.

#### New Leader Assimilation

- Provide rapid team insight to accelerate team effectiveness when introducing a new team leader
- Deliverables: Behavioral profile for each team member; onboarding strategy guide with strengths, blind spots & development areas for the manager; manager leadership development program; team guide for work-styles.

#### Team Design

- Create the most effective teams within the organization to collaborate on customer engagements and internal projects
- Deliverables: Behavioral profile for each team member and recommendations of sub-group organization based upon team/project/customer goals; ideal project profiling guide; custom development programs for each team member.

#### Executive Onboarding

- Accelerate team effectiveness when introducing a new member of an executive team
- Deliverables: Behavioral profile for each team member; onboarding strategy guide with executive's strengths, blind spots & development areas; inter-team behavioral relationship analysis for key areas of interaction; executive leadership development program.

Custom Shadowmatch services are also available. Call or email to let us know of your specific challenge and let us see how we can put the power of behavioral analysis to work for your team!