



STRATEGY

Caliper works with you and other stakeholders to understand your goals and determine how to **align your talent to meet those goals**.



VALIDATION STUDY AND COMPETENCY MODELING

A Validation Study is used to ensure that an assessment measures what it is intended to and that assessment scores are statistically related to performance data. Then, Competency Models help define the performance required to **drive strategy and success** and can be used as a common language that ties together human capital processes and initiatives.



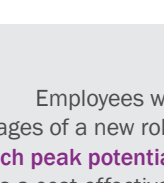
HIRING ASSESSMENT

Upon narrowing down a candidate pool, Caliper can provide you with a custom selection report that provides clear, objective information on candidates' strengths, limitations, motivations, and potential to succeed in the role via our job-matching process so that you can **identify who would be the best fit**.



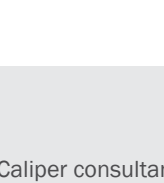
BEHAVIORAL INTERVIEWING

Structured Interview Guides: After executing a thorough analysis of the role, we help you **maximize your interview effectiveness** by developing a series of structured questions and a set of behavioral criteria for assessing candidates' responses.



EXECUTIVE ASSESSMENT CENTER

Your organization can **effectively assess and develop** your current high-potential talent by employing several challenging real-world simulations, all overseen by a Ph.D. Assessment Psychologist.



FINAL SELECTION DECISION/ ONBOARDING

Employees who are coached at the beginning stages of a new role will contribute more to the team and **reach peak potential sooner**. Caliper's onboarding solution is a cost-effective method for quickly getting your new employees engaged with their managers and colleagues.



INDIVIDUAL DEVELOPMENTAL GUIDE

Custom Development Report: After making your final selection decision, you can utilize a Custom Development Report and Individual Developmental Guide for your new hires so that you can help them develop action plans for **developing their strengths**.



CALIPER ACCELERATOR

Caliper consultants work with your employees to help them **get up to speed faster** in their new role, identify their strengths, avoid pitfalls, and develop action plans for success.



TALENT AUDIT

Caliper's Talent Audit shows you – at one glance – the issues affecting your team and **opportunities for improvement**. Armed with this information, you have a powerful tool for managing your talent.



CALIPER U

In a workshop setting (which can be either in person or virtual), our consultants are able to combine the efficiency of team learning with the personalization of individual coaching – **creating a real and sustainable impact**. Learning tracks include Leadership, Sales, Management, and Professional Development.



THREE SIXTY PLUS

Our Three Sixty embeds the **Caliper Profile** into the process so that you **better understand** inherent personality motivations, strengths, and developmental opportunities in the context of how those behaviors are perceived by others.



HIGH-POTENTIAL DEVELOPMENT/ LEADERSHIP DEVELOPMENT

Caliper's approach to developing leadership capabilities will **carry your organization into its successful future**. We will assess your current needs and talent to understand strengths and gaps and then partner with you to define solutions for aligning talent with the achievement of your most important business goals.



TEAM EFFECTIVENESS

Caliper's comprehensive approach to team development will help you **improve the dynamics** of an existing departmental team or assemble a high-functioning special project team.

ACTION LEARNING

Action Learning is a powerful form of problem solving that **encourages learning and brings about sustainable change** in individuals and organizations while, at the same time, developing leaders and building high-performing teams.

COACHING

Our customized talent development coaching takes into account each individual's specific needs, inherent strengths, and personal style to help them reach their full potential – which leads to **enhanced bottom-line results** for your organization.

CUSTOMIZED WORKSHOPS/ FACILITATED LEADERSHIP RETREAT

An experienced Caliper consultant will review your company's most pressing challenges and recommend solutions to effectively address your concerns. Our customized workshops take into account each individual's specific needs, inherent strengths, and personal style, and they enable participants to discuss real issues, learn valuable new skills, and **reach their full potential**.

SUCCESSION MANAGEMENT

Caliper's Succession Management program will enable you to identify and develop talented leaders within your own company to **drive your competitive strategy**, reinforce your values, and successfully secure the future of your organization.

CULTURAL/ ENGAGEMENT SURVEYS

Caliper Surveys provide you with a way to **collect important information** from employees about their attitudes, opinions, perceptions, beliefs, or observations related to a specific topic.

ROI

Caliper will gather data from the start of an initiative through its completion so that you can **measure your success** and ROI.

