



INCREASING EXECUTIVE PRODUCTIVITY

*through selection
& development*

The RJC Associates Approach

A company's success depends on the effectiveness of its executive team. We help executive teams increase productivity in two important ways:

- Hiring the right people
- Maximizing executive performance

We increase your ability to select executives who perform and we also assess and coach your current executives to ensure they are performing at their best.

Together, these services have a dramatic effect on profitability.

Hiring the Right People

Traditional hiring approaches often don't predict future job performance. RJC Associates optimizes hiring decisions by improving the interview process and incorporating other selection services:

- Examination of style and fit issues that traditional interviews alone can't address using tools such as psychological assessments, surveys, and management team interviews.
- Profiling high performers as a cost-effective guide for future hires.
- Efficient design of questions to elicit the information client interviewers need.
- Focused management coaching in effective candidate interviewing and evaluation techniques.

Maximizing Executive Performance

Executives are least likely to receive performance feedback in an organization. Yet, even small performance gains can dramatically affect the bottom line. Whether the focus is on making a good manager better, or improving poor performance, even modest investments in executive development directly affect profitability. RJC Associates' productivity-enhancing services include:

- Creation of an individual development plan based on a program of assessment, feedback, and action planning.
- A management audit to evaluate the collective strengths and weaknesses of the executive team.
- Team-building to improve executive communication and performance.
- Leadership coaching to build performance consistent with organizational values and strategy.
- Outplacement assistance to facilitate fair and legal terminations and successful career transitions for executives.

RJC Associates provides reliable and cost effective strategies to help organizations hire and develop management talent.

We welcome the opportunity to discuss how these services maximize the return on your investment in employees.

About Rachelle J. Canter, Ph.D.

Dr. Canter is a management consultant with 20+ years of experience in executive development, selection, assessment, and outplacement, with industry leaders including Drake Beam Morin and Korn/Ferry International. She earned her Ph.D. in Social-Personality Psychology from the University of Colorado and is a Phi Beta Kappa graduate of Stanford University with a B.A. in Psychology.

Shelley helps people make all the right moves, whether moving up or moving on. Shelley's clients come from virtually every function and industry and include some of the world's top companies, such as American Express, Apple, BP Amoco, Bank of America, Catholic Healthcare West, CNET Networks, Charles Schwab, Deloitte & Touche, Dewey LeBouef, Genentech, Kellogg School of Management, Latham & Watkins, PG&E, Planned Parenthood, SAP, Saks, Watson Wyatt, Wells Fargo, Westin, WilmerHale, and University of California.

She has written and spoken widely on career and leadership issues and has authored an action-oriented career guide, *Make the Right Career Move*, published by Wiley.

Complete information on the firm, its approach and philosophy, services, clients, and publications is available on the RJC website.



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