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PCI Human Resource Consulting, Inc. has provided quality Human Resources consulting services to U.S. and international organizations since 1957. PCI is a trusted advisor to corporate executives, senior management, and Human Resource professionals in improving performance and return on investment.

Our mission is to provide solutions that drive strategic business results. PCI's integrated, competency-based systems will help you...

- *Identify top talent.*
- *Prevent hiring mistakes.*
- *Increase employee retention.*
- *Develop leaders at every level.*
- *Plan proactively for future leadership positions.*
- *Streamline hiring and promotion processes.*
- *Assess fit of candidates.*
- *Motivate and retain high-potential employees.*
- *Manage career transition process effectively.*
- *Mitigate legal and employee morale issues.*

## **PCI Services**

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### ***Individual and Executive Assessment***

Individual Assessment is an in-depth process that provides objective data on a person's developmental potential in four key areas: cognitive/thinking style, work style, interpersonal style, and leadership style. The process can be used for selection and promotion decisions and for succession planning purposes. In addition, the custom, narrative reports provide valuable insights into strengths and developmental areas, as well as information about how to best manage and motivate the individual.

### ***Entry-Level Pre-Employment Testing***

PCI offers valid tests and comprehensive selection systems that predict performance at the entry level. Tools are chosen based on the industry, type of position, and the critical, job-related competencies necessary for success. This testing can be done either onsite or online.

### ***Succession Management/Talent Retention***

PCI provides consulting services around succession planning, which is the deliberate, proactive process that an organization takes to ensure that it has the right people in key leadership positions. Effective programs help retain employees and profitably achieve business objectives, as well as continue to carry out the mission of the organization.

### ***Outplacement and Career Transition***

PCI provides individualized, highly personal career transition services to executives and senior executives. We will conduct an in-depth diagnostic career assessment coupled with access to an experienced career transition professional. An action plan is established once an individual's situation and needs are clarified. Finally, combined with the appropriate resources, the executive is counseled and coached until the transition has been successfully completed.

### ***Team Development***

The ability for successful professionals to work together is absolutely essential for meeting organizational and team goals. PCI's programs are flexible and targeted and typically include in-depth analyses and 360 processes with team members, as well as facilitated developmental sessions that focus on team developmental planning and implementation. Benefits/outcomes of our team developmental planning workshop include: a customized program tailored to a team's needs to help develop new skills and behaviors promptly and effectively; a shared understanding of a team's strengths and developmental needs; clear, established goals and roles, as well as broader ideas/options for making better decisions as a team; improved communication among team members; and an executable team development action plan.

### ***Career Planning/Counseling***

PCI's career planning helps high school students, college students, adults re-entering the workforce, employed adults who are considering change, future managers who need input on defining a plan for preparation, and outplaced adults who need direction. That is, anyone who realizes that it is never too early to plan or never too late to start.

### ***Consulting Services***

PCI has extensive experience in designing and implementing projects and processes related to a wide range of human resources needs, including job analysis, competency modeling, behavioral interviewing, selection system evaluation and design, performance evaluation, and employee satisfaction surveys.