



■ A Positive Approach to Talent Management

CSA Consulting is a **Business Psychology Consultancy** that specialises in talent identification and development within organisations. Our practice is grounded in the field of **Positive Psychology** which emphasises that the identification and enhancement of individual strengths is a necessary precursor to effective organisational development.



■ Our Experience

We have experience in consulting to some of the top 100 companies in both the UK and Australia, bringing an international perspective to our work. Our rigorous and scientific approach to people development ensures that we substantiate the value of our interventions with a real focus on assessing our effectiveness and adding value through the appropriate utilisation of reliable and valid psychometric instruments. As psychologists, our aim is to assist you to achieve sustainable, pragmatic and business relevant outcomes at the individual, team and organisational levels.

For more information about our services, please contact

www.csaconsulting.biz





The services offered by CSA Consulting are always tailored to create a best fit with our clients' needs. Our expertise and competence primarily lie in the following areas;

Leadership Development

We believe in a positive approach to leadership development. Consequently we are more concerned with identifying and leveraging an individual's unique signature strengths than we are in developing people towards a prescriptive and generic competency based model. Leadership development at CSA Consulting can either be delivered on a one-to-one basis coaching leaders around the acquisition of particular capabilities or provided through one of our group leadership development programs.

Executive Coaching

Our executive coaching processes put people on the CSA 'coaching pathway' toward optimal performance. Our coaching process facilitates alignment between the **challenge** and **skill/support** that is critical for advancement in learning and skill acquisition.



CSA coaching processes provide:

- **Assessment** — Comprehensive review of strengths, development needs and current challenges.
- **Goals**—The expertise to establish stretching goals that are both SMART and grounded in business and personal need.
- **Development Planning**— The formulation of a structured Development plan that links identified development needs to specific actions.
- **Feedback**—Appropriate, valid and motivational feedback that extends awareness and drives change.

Executive Assessment

Executive assessment at CSA Consulting is founded on a rigorous, evidence-based approach to human capability appraisal that combines an extensive career review, psychometric assessment and feedback process. Our executive assessment process can be utilised for external or internal recruitment, career transition and development, as part of executive coaching, and as a means of succession planning. We utilise psychometric tests in conjunction with sound biographical and performance data in order to make reliable and valid judgments. Individuals can then be benchmarked against organisational capabilities and the requirements of the role. Frequently used assessments include the Hogan Leadership Suite and Multi-Factor Leadership Questionnaire (MLQ-360).

Management Development Programs

CSA group programs provide a cost effective learning platform for development of key capabilities related to effective leadership, people management, and high performance. Our programs are designed to maximise knowledge retention and skill transfer through the application of coaching methods.

Programs offered include:

- The Manager As Coach (2 day)
- Effective Conflict Management (1 day)
- Managing Emotions at Work (1 day)
- Enhancing Wellbeing At Work (1 day)
- Using feedback effectively (1/2 day)

Stress Management

Managing stress at work is about managing emotions more effectively in general. Our approach to stress management involves constructively recognising and regulating difficult emotions in oneself and others. We specialise in techniques that assist clients to build resilience and optimism in the face of challenging events and persist in the pursuit of valued actions despite the presence of difficult emotions. We employ a variety of evidenced based techniques like mindfulness meditation and cognitive management to facilitate improved emotional regulation and a sense of control over responses to challenging circumstances.