



GOVERNMENT & DEFENSE PROFESSIONAL SERVICES

INDIVIDUAL PERFORMANCE

Performance Assessments

Assess and monitor individual performance anytime – anywhere, using targeted assessments and third-party software.

Whole-Person Profiles

Comprehensive individual performance profiles that integrate caliber and competencies with character, thus allowing leaders to manage risk and optimize the personnel development process.

INDIVIDUAL DEVELOPMENT

Leader Academy

Challenging professional development programs designed to increase the effectiveness of leaders at their respective level. Prepares leaders to function through teams and bridges the gap between organizational objectives and team execution.

Executive Coaching

An individualized partnership that engages, challenges, and inspires leaders to maximize their personal and professional potential. Monthly sessions focused on client needs and framed by essential operational- and strategic-level leader goals and responsibilities.

Our Mission

Harness the power of **TEAMS**,
by, with, and through their **LEADERS**.

Horizon Performance

510 Glenwood Avenue
Suite 215
Raleigh, NC 27603
(919) 674-6644

horizonperformance.com

TEAM PERFORMANCE

Team Assessments

Assess and monitor team performance to accurately gauge unit readiness.

Whole Team Profiles

Comprehensive team profiles that enable leaders to build high performing teams by selecting members who are ideal fits, leveraging team strengths, and by identifying deficiencies.

TEAM DEVELOPMENT

Team Dynamics

Thought-provoking sessions designed to drive team discussion, to increase awareness, and to facilitate practice in the intangible dynamics a team must possess to achieve its full potential.

Executive Retreats

Facilitated events that emphasize leader development, team cohesion, and organizational excellence. Length of retreats are customized, and each experience equips clients to harness the power of the team.

ORGANIZATIONAL PERFORMANCE

Talent Management

A holistic assessment of how an organization identifies, assesses, selects, trains, and develops talent, toward increasing retention and producing individual and organizational growth.

Performance Management

A critical review of an organization's performance evaluation methodology, toward providing options for increased efficiency, better assessment, and more robust personnel development.

ORGANIZATIONAL DEVELOPMENT

Organizational Assessment

An assessment to enhance organizational effectiveness via systematic reviews of an organization's processes, culture, and structure.

Organizational Conferences & Keynote Speakers

Leader development forum, ranging from one to five days in length and hosted at select locations—or exportable to the client's venue. Customized support and offerings, from a single keynote speaker to simultaneous team sessions.

OUR PRECISION SOFTWARE...

- ✓ Tracks and manages recruiting data.
- ✓ Tracks and manages academic and performance data from your training programs.
- ✓ Tracks and manages performance, behavioral, and development data and produce standardized reports and customizable dashboards.
- ✓ Produces custom performance evaluation forms and surveys.
- ✓ Conducts peer evaluations and end of course critiques.
- ✓ Generates reports and dashboards related to pertinent individual and group data.
- ✓ Interfaces with pre-existing software platforms (e.g., import data from psychological testing software or export data to statistical software).

OUR PRECISION SERVICES...

Performance Modeling

Developing custom competency frameworks and performance metrics for organizations, career fields, jobs, and positions.

Best Practices & Training

Developing and teaching best practices in performance measurement and talent development. Delivering on-site software training and providing client specific software documentation and user guides.

Custom Reporting & Data Analysis

Designing custom reports that accurately represent performance information and facilitate better human capital decisions. Analyzing descriptive and performance data to provide job relevant insights and recommendations.

Software Support

- ✓ Establish competency and measurement models.
- ✓ Manage user permissions, licenses, seats, and roles.
- ✓ Ensure personnel rosters are compliant and updated.
- ✓ Ensure users are moved and assigned to the appropriate units.
- ✓ Provide continuity despite frequent personnel turnover.
- ✓ Serve as a data liaison between units/organizations.
- ✓ Maintain the integrity of the software solution.
- ✓ Educate and train users to maximize system functionality.

OUR PRECISION TOOLS FOR...

LEADERS

Vector 360

A whole-leader review that provides comprehensive feedback on one's leadership abilities through self-assessment and specific input from the leader's supervisor, peers, direct reports, and others.

Behavioral Observations

Real-time capture of team member data and performance evaluation that reveals behavioral trends within multiple environments and enables feedback that produces growth.

LDRX

A virtual community of like-minded leaders united in their shared belief that people matter. This website hosts development tools, resources, and engaging conversations that facilitate effective leadership.

TEAMS

Team Temperature Check

A survey of seven dimensions of a team that succinctly assesses the team's actual "temperature" as compared to the leader's perception of team "temperature," and clarifies team strengths, weaknesses, and blind spots.

After Action Review

A structured event and/or process assessment that helps leaders understand not only what happened but also why, which is a hallmark of learning organization; assists leaders with understanding how to improve and sustain future operations.

ORGANIZATIONS

Culture 21

A framework leaders use to assess organizational culture, stratified into three levels of influence: Industry, Organization, and Leadership.

Climate Survey

A comprehensive survey that assesses the current organizational climate, organized into three focus areas: Organization, Work Team, and Direct Leader.

