

## What kind of a handprint does your organization want to leave to the world?

One of the most valuable resources of an organization in order to accomplish its vision is its human resource.

This resource is established according to the need for knowledge, competence and skills to accomplish and experience the desired vision. In order to adapt to the changing conditions of the economy and therefore along with the changing targets and strategies, it is one of the priorities to redesign, acquire, develop and motivate the existing human resource.

In an era, where standard tasks are handed over to artificial intelligence, it has become more crucial to enrich our human resource with employees who serve for the organization's vision, who can add value and alter the vision when necessary and create motivation as well as to inspire their own self and all other stakeholders and contribute and enhance the creativeness within the organization.



## Are the employees aware of the gap between their current and desired competencies? How can we help them to align their competencies with the organization's expectancies and magnify the value they add to the organization?

We can gather this information when employees are fully aware of their authentic selves. Such as their;

- ★ Strengths
- ★ Motivators
- ★ Needs
- ★ The development areas in competencies and skills
- ★ Behavioral styles
- ★ Thinking and decision making systems
- ★ Learning system
- ★ Preferred style as an employee
- ★ Preferred style as a manager

## We invite you to the world of “NowToFuture” where you will find support to design and develop your human resource at most efficiency and effectiveness.

As they read the stories that are assigned to them, employees at any level will have the chance to realize and experience their present skills and competencies as well as those which will be needed in the future.

### How do we conduct?

Determining the desired and expected behaviors and attitudes of employees at different functions and levels is the initial step. “NowToFuture” gets the lead if you desire to experience resilient, agile, inclusive, collaborative and solution oriented behaviors and attitudes and want to embed these to your corporate culture.

Stories, which are designed to reflect such behaviors and attitudes, are assigned to your employees, managers, potential managers and leaders. As they read these stories they will come across to some propositions and/or questions.

With the evaluation of these propositions and questions they will have the chance to experience and realize their own emotions, behaviors and attitudes in similar situations. With this realization, they will be able to identify what they should do differently to reach the performance level that is expected of them.

## It will be easier to clarify the roles that are needed in your corporate story which will enable you to leave your handprint to the world.

The employees will come to self-awareness as they compare their real competencies and skills with their own and with the expectations of your company. This will help you to design your talent map effectively and efficiently.

You will also be able to understand the emotions, behaviors and attitudes of your employees thus what kind of competencies and skills are to be developed and supported to enable you to leave your handprint to the world.

Your employees, as they experience and develop their competencies and skills, will reach their full potential and reflect this to their work. They will be a resource and ambassador for a work place where people do their jobs passionately, create positive customer experience and a happy working environment.

