

Workforce Solutions – Senior Living Supplement



LEADERSHIP TRAINING

Offer innovative programs that assist businesses in recruiting and retaining existing talent

RESOURCE MANAGEMENT

Design systems that assist businesses in aligning their workforce development with their overall business goals

PROGRAM DEVELOPMENT

Design customized workshops and seminars that enhance and support an organization's strategic goals

Ask Us About:

- Leadership Engagement Initiatives
- Aging Workforce Programs
- Tides Program
- Work/Life Benefit Package
- Multi-Generational Workforce Seminar
- Violence in the Workplace Program
- Customized Human Resource Program

Flack Ventures' Workforce Solutions division enables Senior Living facilities and staff to focus on attracting and retaining their talent pool by developing strategies that drive and enhance organizational performance and business results.

We champion, promote and encourage an environment of innovation and learning at all levels in order to be the trusted place for Senior Living professionals to feel empowered to reach their full potential.

We work to discuss and design training that changes behavior. We provide instructional design and master facilitation with strong project management experience.

Workforce Solutions staff are big thinkers who have a major impact on business processes and systems by assuring operational effectiveness and alignment with your strategic goals.

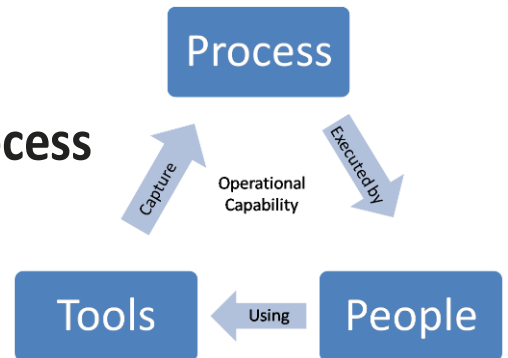
Our team displays learning agility, a high degree of emotional intelligence, and is able to work in a fast paced environment with multiple priorities.

We are your one-stop-shop for helping you manage all aspects of your training and development process and systems, including concept, needs assessment, design, development, implementation, delivery and evaluation of results.

Key Services

- Executive and team coaching
- Identify development needs and recommend and/or implement effective training or non-training solutions
- Partner with strategic partners and community leaders to assess needs, plan, coordinate, develop and deliver training and development programs to change behavior and build individual and organizational capability.
- Make recommendations around the best use and application of technology as part of both the design and development of training programs as well as their creation and delivery methodology
- Provide coaching around a compliance training program for management oversight.
- Provide coaching and assistance around marketing, course creation, tracking and reporting on community, department and individual participation and ensures compliance with regulatory requirements.
- Evaluate learning programs by conducting surveys, interviewing key stakeholders, tracks and analyzes performance results.
- Maintain and leverage industry knowledge and networks to provide "best practice" and benchmarking resources

Business Engagement Process



Workforce Solutions values the individuality of our clients. We take pride in customizing our services and solutions to meet the needs of the organization. Our Business Engagement Process (BEP) is a comprehensive lifecycle approach with an intensive emphasis on obtaining information from all levels of the organization.

Phase I

Information Gathering and Business Assessment

Our assessment process, critical to ensuring quality program development, is based on business value, client requirements, planning, and accurate cost assumptions. A dedicated Engagement Manager will perform the needs assessment on three levels: organizational, task, and human capital.

Phase II

Program Design and Development of the Work Engagement Plan

Based on the needs assessment data we will:

- Design a comprehensive, cost-effective program that meets or exceeds the business and strategic goals;
- Customize the design of the programs, systems, and training where appropriate and recommend strategies that support sustainability;
- Develop a Work Engagement Plan that includes timeframes, costs, deliverables, roles and responsibilities, and expected outcomes.

Phase III

Implementation of the Work Engagement Plan

Using the information from Phase I and II we will:

- Implement the Work Engagement Plan;
- Develop success metrics over the duration of engagement;
- Evaluate success metrics to benchmark the success of the initiative;
- Conduct an engagement review and report on lessons learned;
- Develop a plan for on-going evaluation and monitoring of the process to assist with continuous improvement.

Bettie Farrar
Executive Director/Chief Learning Officer
Flack Ventures Workforce Solutions

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FLACK VENTURES

We deliver innovative and complete strategies to complex business matters. We take the time to understand business needs--using information, systems, and experience to create, implement and manage valued services.

PHILANTHROPIC ACADEMY

We work to meet the unique needs of individuals who are interested in supporting or creating a nonprofit. We also work with nonprofit organizations to support their individual missions.

DEVELOPMENT SOLUTIONS INITIATIVE

We provide construction management services to public agencies and private firms.

For more information on any of our services please visit us on the Web at:

www.flackventures.com