

ENGAGED EMPLOYEES ARE YOUR **GAME CHANGERS**

ENGAGE PEOPLE - DO MORE WITH LESS - EXECUTE ENGAGEMENT PLANS - ATTRACT TALENT - IMPACT RESULTS

Game changing events happen every single day – they transform outcomes, change the course, alter the way we do things. There is always a critical common denominator that causes these events – your only true, sustainable game changer is your **PEOPLE**.

You have a massive reservoir of potential game changers throughout your organization. They produce results; they have needs. They innovate, they discover, they create revenue and profits. And they can choose to give you that most desirable and ever-so-elusive “discretionary effort.”

Lying dormant deep inside all of your employees is unleashed potential that will drive them to unparalleled levels of engagement and productivity.

WHO WE ARE:

Career Systems International has been a game changer in the learning and development industry since its inception over 25 years ago when our founder, Dr. Beverly Kaye, wrote the groundbreaking book *Up is Not the Only Way*. That book established career development as an area of practice and CSI as the foremost authority in the industry. Several years later, Kaye co-authored the best-selling book *Love 'Em or Lose 'Em: Getting Good People to Stay* which is the basis for CSI's highly successful practice on employee engagement and retention.

SAMPLE RESULTS

- Engagement scores increased 16 points
- ROI of 65.3% and 25% increase in employee satisfaction
- Turnover reduced by 32% in 1.5 years; \$1.9 million annual savings
- Intellectual capital savings of \$5.1 million
- 70 internal promotions for 50 program graduates

CSI continues to offer innovative and creative ways to help organizations solve their greatest challenges in employee engagement. We create hard core impact with measurable and sustainable results.

We specialize in three areas of talent management that most surveys consistently identify as critical:

- 1**
CAREER
DEVELOPMENT
- 2**
ENGAGEMENT
& RETENTION
- 3**
MENTORING

We offer facilitated, blended and on-line learning experiences for leaders, managers, supervisors and individual contributors; facilitated or stand-alone discovery tools; organizational surveys; self-assessments; consulting and train-the-trainer certifications.

Core to all of our areas of practice is a simple yet powerful learning element—conversations.

Don't be fooled by the simplicity of this concept; it's those very critical conversations that ignite vital connections between employees, managers and the organization as a whole. Powerful results are reported when clients create a strong voice for their people in a very noisy surround-sound world.

Projects range from the delivery of individual training programs in a single division or department of an organization to enterprise-wide interventions around the world. Our clients are primarily Fortune 1000 companies whose names are familiar brands in the market place.

So if you're interested in changing the game and getting some new and sustainable results, let's have a **CONVERSATION**.



**CAREER SYSTEMS
INTERNATIONAL**

THE BEVERLY KAYE COMPANY
ENGAGING PEOPLE. IMPACTING BUSINESS.

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