

ORGANIZATION DEVELOPMENT  
 LEADERSHIP DEVELOPMENT  
 EVIDENCE BASED MANAGEMENT  
 HR ANALYTICS  
 STAFFING & PERSONNEL PSYCHOLOGY  
 ADULT LEARNING INTERVENTIONS  
 TRAINING  
 EXECUTIVE COACHING  
 TEAM BUILDING  
 ORGANIZATIONAL RESEARCH  
 360 FEEDBACK AND SURVEYS  
 PSYCHOMETRIC ASSESSMENTS

We can help your company save money and time, maximize profits and cut losses.

We help your organization to achieve accelerated business growth through transformational consulting that addresses human capital issues, business strategy, organization culture, and creating fluidity between systems, processes and people to allow your employees to deliver the most effective performance on the job.

We adopt a system-wide approach that integrates and aligns different parts of the business to deliver your desired outcomes.

This system-wide process of planned change is aimed towards improving overall organizational effectiveness by enhancing the congruence among key organizational dimensions, such as the external environment, mission, strategy, leadership, culture, reward systems, human resource policies and operational procedures.

We provide analytics that give you insights into your organization's performance and the link between people, strategy and profits.

When it comes to coaching and training, we harness the power within each of your employee and transform their personal growth to business growth for the organization.

APIC Coach provides a holistic transformational



**APIC COACH**

Singapore  
 Company Registration  
 Number 53186156B

[WWW.APIC.BIZ](http://WWW.APIC.BIZ)

Email us at:  
[APIC@apic.biz](mailto:APIC@apic.biz)



## transformational **CONSULTING**

Partnering Organizations to Optimize Their Human Capital

**Evidence Based, Data Driven Solutions**

Organization  
 Development  
 Leadership  
 HR Analytics  
 Staffing  
 Adult  
 Learning  
 Training  
 Coaching  
 Team  
 Building  
 Research  
 360 Surveys  
 Psychometric  
 Assessment

# Making the best out of your human capital

## ATTRACTING, SELECTING, DEVELOPING, AND RETAINING TALENT

Human capital is a scarce resource that must be pursued and acquired. People drive businesses, people drive innovation and creation, people craft your company's success. Is your organization a magnet for talent and a producer of talent?

We are your strategic partner in ensuring that people strategies drive your business strategies. We evaluate your employee value proposition, human resource policies, selection process for new hires, training and development program for employees and performance management systems.

# Positioning your organization for sustainable growth in a dynamic business environment

## ORGANIZATION DEVELOPMENT

Change is the only constant in today's dynamic world. Organizations' ability to remain attuned to its internal and external environments, and respond quickly to changes will determine if they sink, float or fly sky high.

Is your organization's development on track to meet market needs, positioned to capture new opportunities, and ensure sustainable growth?

We approach organization development from a systems-wide approach that integrates and aligns different aspects of the company to deliver the necessary business outcomes.

This system-wide process of planned change is aimed toward improving overall organizational effectiveness by enhancing the congruence among key organizational dimensions, such as the external environment, mission, strategy, leadership, culture, reward systems, and work policies and procedures.

# Driving business decisions with analytics



## DATA DRIVEN, EVIDENCE BASED ANALYTICS

A whole new approach to management and organization decision making that is based on data, evidence, and analysis. Decisions cost money in organizations - we help you to develop an evidence based approach that will maximize gains and cut losses.

We use metrics and analytics to calculate the cost of turnover, the effects of training on bottom line profits, the utility value of organization-wide interventions, the difference in dollar value delivered between a high performing employee and an average employee, and measuring other key drivers of your business.

# Developing leaders

## LEADERSHIP IS A PREMIUM

### EXECUTIVE COACHING FOR HIGH POTENTIALS AND KEY APPOINTMENT HOLDERS

Derailment is present in every organization and occurs even at the senior executive level. For key executives and high potential employees, we offer both one-to-one and group executive coaching to ensure that they are on track, and achieve their fullest potential.

Our leadership program grooms your organization's potential talent to optimize their capabilities and prepares them to lead at the next level.



# Training for peak performance

## BUILDING HIGH PERFORMANCE TEAMS

Team building is a science.

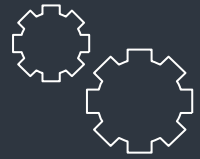
How often do we believe in the myth that a group of good individuals placed together in a "team" will naturally and automatically perform?

We help you to put together and build an A-team, be it whether it is a crisis management team, a creative team, a taskforce or a new work department. This includes how to select the right composition (members) for the team, the creation of the team contract, the parameters for performance and conduct, and developing clarity in roles.

## ADULT LEARNING INTERVENTIONS

Adult learning differs in its approach and methodology. We ascertain the link between training and actual workplace performance. How effective is the transference of knowledge on the job?

We share with you the psychology of learning – the best way to train, teach, learn, transfer and apply knowledge in the workplace.



## CUSTOM SOLUTIONS

We do not impose standardized solutions for our clients. The advantage that we give as a small boutique consulting firm is the flexibility that allows us to customize solutions to the specific unique needs of our clients.



## ETHICAL SOLUTIONS

Our approach is rooted in humanistic values and ethical interventions. We maintain client confidentiality and for anonymous employee responses, we ensure that there are no personally identifiable data. We do not condone the use of our research results for unethical purposes.



## VALID SOLUTIONS

We promote long term sustainable solutions as opposed to stop-gap measures. Our assessment, analysis, and proposed interventions are validated by evidence and scientific studies.