

HATS Pacific Gear up in BC Now Available to Provide Talent Acquisition and Management Solutions

Harrison Talent Management (HATS) is being used in BC ministries and organizations worldwide to hire, develop, promote, and retain top talent. Its unique integrated assessment system ensures optimum job fit and predicts job success. The system effectively addresses selection, development, and succession needs to manage talent from front line to executive levels. HATS is the proud recipient of best in class excellence in technology awards from Brandon Hall Group this year.

Harrison Assessments address:

- The need for onboarding new staff quickly
- Engaging, retaining, and developing high potential staff
- Developing and implementing an integrated development and succession management plan
- Supporting career and self development for employee job success

Optimum Excel and Carr Kline & Associates are collaborating by Optimum offering *behind the scene system support* and Carr Kline & Associates offering *out in front coaching and facilitation services*. There are many assessment reports through HATS that can be generated from a single and powerful 20 minute assessment. Follow up supports include professional coaching debriefs, team facilitations and employee development to ensure each staff member will reach their optimized performance levels.

Optimum Excel and Carr Kline & Associates first collaborated in a **Leadership Team Engagement session for the Prevention and Loss Management Services Branch (SDSI)**, held last October 23rd, 2015 in Vancouver.

Here are some of the participants' comments after the session:

"It really felt like there was a shift in the approach (of the team) and feeling towards working in synergy rather than in isolation. The positive feedback came from every member of the team. Everyone thought this was by far the best tool ever!"

"Great workshop, one of the best ones I have taken while in the public service."

"I really appreciated seeing where my assessment fit in the group Life Themes, answering some questions and creating new ones. My next steps include career development based on my personal information and a chance to connect further with my manager and fellow supervisors by sharing our reports."

We are happy to provide consultation to determine if Harrison Assessment Talent Solutions can help meet your business needs.

Optimum Excel Talent Consultancy is an authorized HATS reseller since 2013. Through its HATS consultant and expert, **Alex Velasco**, Optimum Excel provides full system support to ensure that organizations can fully maximize the potential and benefits of the Harrison Assessments Technology in Talent Acquisition, Development and Retention as well as Career Development. For more information you may visit - www.optimumexcel.com
Optimum Excel Talent Consultancy

26-1132 Johnson St. | Victoria | British Columbia | V8V 3N8 | 1.250.514.0322

info.optimum.excel@gmail.com

Carr Kline & Associates are authorized HATS resellers since 2014 through its Principal Coach and Consultant, **Dr. Catherine Carr** and her senior associate **Mary Crowley**. They provide individual leadership and executive coaching using HATS and other tools along with their unique solution-focused coaching approach. Carr and Crowley have worked with leaders at all levels to identify and achieve targeted development and career goals. They also provide team coaching and development using Carr's co-developed High Performance Team Coaching System. They are well known for their ability to successfully connect, motivate and support teams to achieve business results. See www.catherinecarr.ca for more details.

Carr Kline & Associates

200B – 3060 Cedar Hill Road | Victoria | British Columbia | V8T 3J5 | 1.250.857.3610

Catherine@catherinecarr.ca

Harrison Resources:

<http://www.optimumexcel.com/#!/resources/c1tsl>

Harrison for Customized Employee Development:

<http://www.optimumexcel.com/#!/employee-development/c1m9s>

Harrison for Performance Conversations on How to Engage Each Staff Member:

<http://www.optimumexcel.com/#!/employee-engagement/mtxdw>

Harrison for Employee Career Advancement:

<http://www.optimumexcel.com/#!/career-guidance/c21g5>

Harrison for Employee Succession:

<http://www.optimumexcel.com/#!/succession-planning/c1lym>

Harrison for Team Development:

<http://www.optimumexcel.com/#!/team-building/c10b2>