

calibrate|CG

CAPABILITIES PROFILE

Core Competencies

Recruitment Consulting

- > Executive Search
- > Market Due Diligence & Talent Mapping
- > Professional & Specialist Recruitment
- > Recruitment Vendor Assessment & Management
- > Talent Acquisition Strategy Development
- > Talent Auditing & Capability Assessment
- > RPO

HR Consulting

- > Compensation
- > Contingent Workforce Management
- > HR Systems Auditing and Design
- > Mediation
- > On-Boarding
- > Terminations

Business Consulting

- > Board Development & Governance
- > Employment Brand Consulting
- > Executive / Leadership Coaching
- > Succession Management

Sector Focus

- > Banking/Investment
- > Construction
- > Consulting/Engineering
- > Natural Resources
- > Manufacturing

www.calibratecg.com

Joel Donato

joel@calibratecg.com
+01 647.300.4972

David Rempel

david@calibratecg.com
+01 416.305.4115

Steven Bergounhon

steven@calibratecg.com
+01 705.232.8238

Calibrate Consulting Group delivers customized human capital management solutions to forward-looking, strongly-led organizations that are serious about performance improvement.

> **We're partner-led:** Our clients enjoy direct access to our founding partners and their breadth of experience. Our partners are motivated by ensuring our clients are happy, successful and feel that they've gotten full value from our collaboration. Our reputations depend on it.

> **We're focused:** We have 40 years of combined experience within the talent development/management business in both corporate and consulting environments. It's all we know and all we do.

> **We're agile:** We're nimble, responsive, and able to quickly scale to handle projects of any scope, from a single "a la carte" reference check to developing a full suite of HCM programs. Our fees are equally flexible.

> **We own what we touch:** Because we only work on a few projects at a time we never over commit and always deliver on what we promise. Our "say:do" ratio = 1:1.

> **We "get" you:** In order to help you recruit, manage, develop and - critically - keep the talent you need to compete, we will work hard to have a high-level understanding of your entire business ecosystem, and then act as an extension of your operations, strategy and brand.

> **We're believers:** Proper management of human capital is the most important factor in managing risk, improving profitability, increasing market share and impeding competition. Our belief in the transformational power of exceptional people on our clients' bottom-line is unshakeable and informs everything we do.



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