

Practice Areas – Management

Knowledge Performance Management

Human capital drives all innovation, performance improvements and growth. Technologies provide support for such activities, but human resources are ultimately accountable for success or failure either as an individual or as a group. Avistas provides expertise in the shaping of talent, skills and incentives required for the attainment of organizational and corporate goals. Cornerstones of this practice area include the following:

- ▶ [Staff Assessment](#)
- ▶ [Knowledge Delivery](#)
- ▶ [Education Management](#)
- ▶ [Staff Retention](#)

Staff Assessment

Business agility requires an intense commitment to innovation and change as scorecards and key performance indicators suggest. Responding to those indicators can strain the available talent pool. It is imperative to maintain an accurate inventory of talent and the utilization of that talent in order to remain agile and competitive.

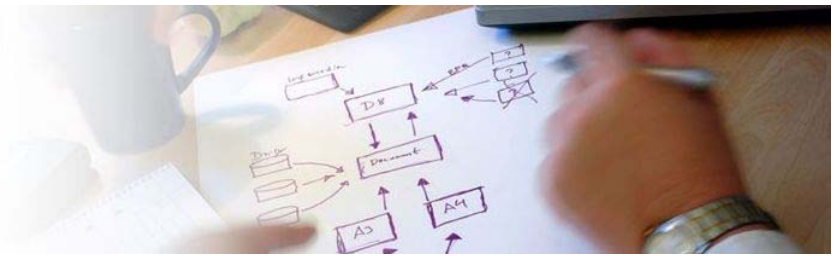
In most cases, all employees should be following career tracks with defined training and certification regiments. When there is a talent gap, it is constructive to bring it in from the outside until the skills can be spun up from within.

Avistas provides tools and techniques to assess talent at an individual or group level in order to plan and project budgets and staffing for upcoming projects and transition events. When interim talent is needed, Avistas professionals bridge the gap while mentoring client peers.

Avistas also provides training and coaching services in order to develop technical, management and leadership skills for our clients with an emphasis on time management, prioritizing, making decisions, diversity, conflict resolution, communications, leadership and teambuilding.



Business Vision
Real-World Results



Knowledge Delivery

In this intensely competitive and “always on” world, it is imperative that knowledge is disseminated rapidly to those who need the information. New employee orientations, security information and training, company policies and human resource training, sales product training and regulatory and compliance obligations are just a few of the many areas where knowledge must be disseminated among the workforce and collaborative teams.

Avistas provides best-in-class tools, training and services to our clients allowing them to fully leverage technical assets to publish and disseminate training and educational materials to authorized personnel.

Education Management

Keeping skills tuned and relevant is a daunting task. Assuming that frameworks exist to capture the workforce talent and their unique skills, it is often most difficult to manage the further development of those skills.

Avistas has spent years mentoring our clients with automating repetitive tasks while retooling their human assets for more critical thinking disciplines and skills. Along the way, these human resources commit to career paths where they must demonstrate proficiencies of skills and the further development of skills contributing directly to individual, group and corporate objectives along with sharing their knowledge and lessons learned with others. Incentive plans including continuing education, certifications, advanced degrees and publishing are all tools used to develop and refine skills. Contact Avistas today for assistance with talent education, develop and management.

Staff Retention

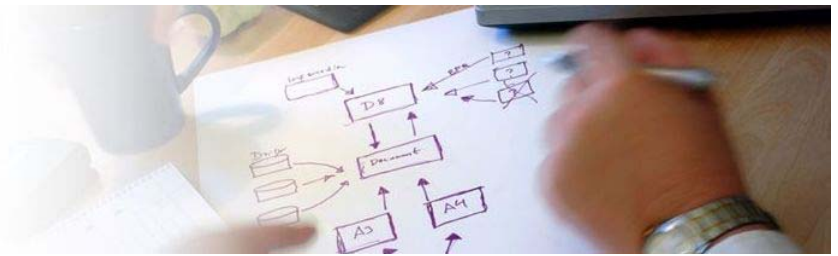
Having the best talent in the world does not translate into an efficient workplace. Many factors contribute to the innovation, productivity, motivation and ambition of the workforce. Culture plays a huge role along with the ability to fully harness the value from each individual contributor and linking it directly to a team, department or corporate goal. All staff should diligently offer their respective contributions as called upon to achieve a goal.

Unfortunately, one individual can spoil an entire group’s productivity to the point where people leave. Often, money and long hours are not the principal drivers for those leaving. If the issues are addressed head-on, staff can be retained or at least systematically reassigned until the workforce is balanced properly without severely impacting productivity. In most circumstances, it is more beneficial (and economical) to resolve these issues than to replace key skills. Avistas professionals excel at working alongside teams to accomplish a common goal and discern workforce issues and resolutions before good talent leaves.

Knowledge Performance Management



Business Vision
Real-World Results



Avistas Practice Areas

Management

- Business Intelligence
- Project Portfolio Optimization
- Change and Asset Management
- Human Capital
- Acquisition, Mergers and Divestitures
- Governance and Compliance
- Business Process Optimization
- Services Delivery Management

- Knowledge Performance Management
- Program, Project and Product Management

Technical

- Application Integration
- Infrastructure and Technology
- Development Support

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