

# CAMBRIA CONSULTING

## IMPLEMENTING TOMORROW'S BEST HR PRACTICES

Cambria Consulting develops human resource management processes that help our clients connect strategy to action.

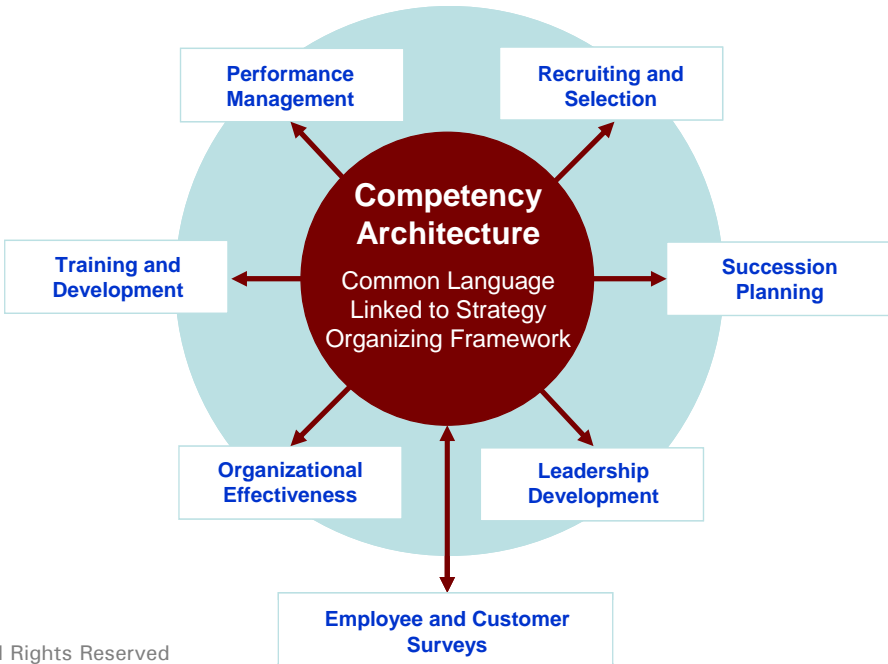
Cambria Consulting develops integrated HR solutions that help our clients build and sustain the organizational and individual capabilities necessary for superior performance.

Our fundamental approach is competency-based – focused on the factors that distinguish superior from average performance.

We use the latest technology wherever possible to implement and leverage all of our services.

Cambria Consulting helps organizations implement business strategy by aligning what employees do on a day-to-day basis with the goals of the organization to produce exceptional results. Our services bridge the gap between the strategy consulting firms and transactional HR processes. Cambria focuses hiring, performance management, promotion, professional and management development, and succession planning on the core competencies needed to create and sustain competitive advantage.

Cambria Consulting begins each engagement by gaining an in-depth understanding of our client's business situation and requirements. We then develop HR management processes that focus on the most critical factors affecting individual and organizational performance. Even though the initial need might be a more effective hiring process, a better performance management system, or a revised training and development curriculum, we believe that these applications should not stand alone but be seamlessly connected to related HR processes – what we call an *integrated HR architecture*.



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Cambria partners with our clients at every step to ensure maximum knowledge transfer and ongoing process improvement in all of our service offerings.

#### SELECTED CLIENTS

ACCENTURE  
ALCOA  
ASSURANT  
BELO  
CISCO SYSTEMS  
COLGATE PALMOLIVE  
CREDIT SUISSE  
DELOITTE  
EISAI PHARMACEUTICALS  
ELI LILLY  
EXXONMOBIL  
FDIC  
INTEL  
JP MORGAN CHASE  
LIMITED BRANDS  
METLIFE  
MICROSOFT  
NOVA CHEMICAL  
PRUDENTIAL  
PUTNAM INVESTMENTS  
RUSSELL REYNOLDS ASSOCIATES  
UNITED TECHNOLOGIES  
WACHOVIA

#### FOR FURTHER INFORMATION, CONTACT:

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## OVERVIEW OF SERVICES

- **Competency Models.** Cambria develops competency models that include the most important capabilities needed in specific jobs and organizational roles, are future-focused, are grounded in the organization's strategy and goals, and provide a common performance language linking all other HR processes.
- **Success Profiles.** Success Profiles improve on job descriptions by focusing on the essentials for key jobs and roles, defining the knowledge, skills and behaviors needed for top performance, and demonstrating their alignment with top business priorities.
- **Selection Systems.** Cambria's competency-based recruiting and selection systems streamline the hiring process and focus on the most important qualities for the full range of professional and managerial jobs.
- **Customized Training.** Cambria creates competency-based training programs, best-practice seminars and workshops, as well as innovative web-based e-learning courses that transport participants into the classroom experience, with evaluation built in.
- **Performance Management.** Cambria's performance management systems link goal setting and development planning to business objectives and strategy, encourage ongoing performance and development discussions, and evaluate employees fairly and accurately on both results and how those results were achieved.
- **Talent Management and Succession Planning.** Cambria helps our clients create succession-planning processes that combine the insights of experienced executives with a systematic, data-based approach to identifying the right candidates for key senior positions.
- **Leadership Development.** Cambria offers a wide range of leadership development services, ranging from training programs, 360° feedback, development resource guides, and executive coaching, all aligned with the strategic goals of the business.

## THE CAMBRIA ADVANTAGE

With Cambria Consulting as your partner, you'll benefit from our unsurpassed capabilities and experience in crafting integrated solutions, our understanding of leading-edge technologies and their application, and our commitment to knowledge-sharing and process improvement in everything we do.

Cambria provides our clients with unsurpassed capabilities in crafting creative solutions for challenging organizational problems. Our staff offers decades of experience in creating integrated solutions. We combine this knowledge with state of the art survey technologies. That's the Cambria Advantage!