

CONSULTING SERVICES



Astronauts with Alan Davis

Alan Davis & Associates Inc. offers a wide variety of consulting services tailored to meet your specific needs. Here are some examples of consulting mandates we have performed in the past:

CUSTOM-DESIGNED SOLUTIONS

Design of a **candidate database** - *Defence Industry*

Design of a **continuous assessment mechanism** for Astronauts-in-training - *Federal Government Agency*

Design and deployment of a **recruiting manual** - *IT Consulting*

Design and implementation of a **selection system** for Astronauts - *Federal Government Agency*

Design of a **cost-per-hire model** for Air Traffic Controller Selection & Training - *Federal Government Agency*

Design of an **assessment mechanism** for high potential entry-level candidates - *Banking*

REPORTS

A report of the **world-wide population** of Aerospace Engineers - *Aircraft Manufacturing*

A report on the **U.S. based source population** of top management candidates - *Cement Manufacturing*

A report on **selection practices** for Air Traffic Controller trainees - *Federal Government Agency*

A report on the **UK source population** of Software Engineers - *Software Development*

Recommendation for matching the **selection mechanism** to the profile of Air Traffic Controller trainees - *Federal Government Agency*

STUDIES

A study of **best practices in recruiting** with recommendations - *IT Consulting*

A **compensation study** for high-demand Engineers - *Telecommunications*

An **employee attitude survey** with respect to Privatization - *Federal Government Agency*

An international comparison of Air Traffic Controller **recruitment & selection practices** - *Federal Government Agency*

COACHING & COUNSELLING

In every organization there exist valuable employees who would benefit from one-on-one coaching and counselling. The reasons are many and varied. In our experience they often arise from performance appraisals and 360° reviews. These issues may include the need for stronger supervisory skills, better interpersonal skills, an improved professional presentation, conflict management, and a myriad of other needs.

Looking to the future, coaching and counselling is often the best way to groom high-potential employees to succeed incumbent managers and executives. As well, we find that many of our clients are beyond the point where they will accept generic training in a group. And, in some cases the issues are sensitive. One-on-one coaching is private and confidential, and can be scheduled flexibly - at convenient times and in desirable locations.

Individual coaching and counselling produces rapid results with egos intact. It can also provide you with valuable information about an individual's willingness and ability to change.

Coaching and Counselling Services

