

Marathon
Human Resources
Consulting Group Ltd.

Quick Company Overview

Quick Overview of Our Services

Marathon Human Resources Consulting Group

Human Resources Support when you need it

Our team has the experience and professional expertise to assist your organization when you do not have the time or 'in house' resources to complete specialized HR projects or requirements. Examples of our services include:

- Timely consultation on important HR decisions and processes that can impact your organization
- Employee conflict; discipline; dismissal
- Absenteeism
- Occupational Health and Safety concerns
- Turnover rates
- HR policy development; revision; 'roll-out'
- Performance management system development and 'roll-out'
- Team development
- Supervisor development

Recruitment Support

We provide support to organizations looking for timely and professional expertise in the attraction, selection and retention of vital talent for their success. We specialize in finding talent to take on and succeed in 'hard to fill' positions.

We have a broad range of confidential services to attract, screen, assess, interview and engage new people for your organization.

Leadership Development and Coaching

The **Marathon Human Resources Consulting Group** team has the experience and expertise to assist your leaders to develop leadership skills through one-on-one coaching and workshops to increase self-awareness and build upon their personal strengths. Utilizing personal assessment instruments, and/or 360 degree assessment, and open-ended discussion, our consultants will conduct a comprehensive assessment of your leaders and develop a learning plan to assist them to meet their potential within your organization and contribute to your bottom line.

Individual Emotional Intelligence Assessment

The BarON EQ-I assessment instrument is the basis of feedback and coaching to understand and integrate Emotional Intelligence. This service is delivered through an interactive 5 - 6 hour process which will provide you with feedback on the EI areas of Self-Regard; Emotional Self-Awareness; Assertiveness; Independence; Self-Actualization; Empathy; Social Responsibility; Interpersonal Relationship; Stress Tolerance; Impulse Control; Reality Testing; Flexibility; Problem Solving; Optimism and Happiness.

EQ-i 360 Assessment

An assessment of EI using input from superiors, peers and subordinates. The EQ-i 360 gives you a comprehensive appreciation of your EI from the perspective of others. Feedback and Coaching are designed to assist you in understanding how you can narrow the gaps and build on your emotional strengths in the workplace. This service is delivered through a 7-8 hour professional consulting process.

Coaching A Core Leadership Competency Workshop

With this one day workshop and developmental follow-up, **Marathon Human Resources Consulting Group Ltd.** will help you develop this vital leadership skill. The return on investment for this one day workshop will make this one of the wiser investments that you, as a leader, will make.

Presentation Skills Development

Professional development to assist your leaders, managers and employees to develop personally customized skills to effectively present information to internal teams and corporate client representatives.

This professional consultation can be delivered in a group or one-to-one format and provides concrete and supportive feedback through extensively utilizing video tape and proven methods to assist individuals to hone strong presentation skills.

Contact:

Brian Duggan:
brian.duggan@marathonhrcg.com
902.421.4400
www.marathonhrcg.com