



Business Vision Real-World Results



Practice Areas – Management

Human Capital

Some say that information is power. However, the ability to synthesize information into actionable results is power. Regardless of the levels of automation and sophistication, technology by itself is limited. Data is neutral. Individuals must possess the skills to recognize and quickly act upon valuable fragments of data and information yielding innovative and profitable results. Avistas professionals have spent years assisting our clients with mentoring, nurturing and developing critical skills among their employee mix in order to harness the power of human capital.

Key elements of this practice area include the following:

- ▶ [Talent Strategy](#)
- ▶ [Talent Acquisition](#)
- ▶ [Talent Development](#)
- ▶ [Talent Leadership](#)
- ▶ [HR Operations Maturity](#)

Talent Strategy

Regardless of corporate goals, project charters, product development goals, sales and marketing plans or operational goals, it is imperative to consider the human element and workforce skills required to achieve success. Critical talent and skills should be continuously audited and managed based on availability, distribution, applicability, development and retention. Most talent should be cultivated from within in order to fully leverage institutional knowledge. However, in today's rapidly changing environments, it is just as critical to establish network connections to critical talent and subject matter domain knowledge available on-demand. Avistas professionals have decades of experience cultivating talent strategies aligned with corporate goals that ensure our clients tactical and strategic success.

Talent Acquisition

Sourcing talent using internal resources, referral networks, strategic partners, diversity centers, college campuses and electronic tools such as niche portals, blogs, third-party service engines and myriad other tools all require one critical element – alignment of talent needs, roles, responsibilities, compensation and benefits with qualified candidates. Avistas offers high touch services to achieve the highest quality marriage of available talent with our client's talent requirements and can support your talent acquisition campaign today.

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Talent Development

Increasing knowledge capital is vital for innovative and economic growth. All talent and skills must be refined throughout the year to ensure maximum effectiveness of individual and group contributions. Avistas professionals have spent decades supporting our clients with the auditing and development of critical skills required to achieve increasingly demanding goals.

Avistas also offers many tools for establishing technical proficiency profiles that discern book knowledge, practical experience, conceptual understanding and work speed using industry leading adaptive testing techniques. These tools are used for individual skills development as well as for project teams, departments, divisions and entire corporations.

Talent Leadership

Whether managing people, projects, departments, divisions or your own personal activities, individuals should strive to refine and polish leadership skills. Communicating visions and priorities; managing time; providing constructive and timely feedback; succession planning; performance evaluation and alignment; making decisions and leading under pressure; and staying true to yourself are all key elements to a balanced and productive workforce leader. Avistas professionals have spent many years mentoring and coaching individuals and organizations in the development of tomorrow's leaders – today.

HR Operations Maturity

Ironically, Human Resource organizations suffer from the same challenges as any other department or division of a corporation. They often struggle with adapting to changing business demands while efficiently supporting the needs of the corporation. This is particularly difficult during growth spurts, mergers, acquisitions and divestitures. However, Avistas brings everyone back to the basics to characterize the maturity of client workforce practices; set priorities for immediate action; integrate workforce development with process improvement and become employer-of-choice.



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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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