



There is no looking back!

With MAK's professional support and expertise you can be sure your employees or former employees will ...

Move forward in their careers!



ABOUT MAK

MAK Consulting Inc. is a professional, highly skilled 'boutique' consulting firm devoted to the advancement of human potential. Since the early 2000's MAK has proudly served and responded to the needs of our clients in the public, private and not-for-profit sectors.

MAK provides a cost effective approach and personalized strategies to help you succeed and help your employees move forward in their ideal career direction.

All MAK coaches are successful executives and leaders.

To find out what MAK can do for you, contact:

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MAK's Executive Career Transition Program

Helping move **CAREERSFWD**



*At times, as senior leaders,
we are faced with the
necessity of organizational
change.*



Making the decision to terminate an employee or attempting to salvage an employee is never easy. Not making that decision is the worst thing you can do. Retaining an under achieving employee or an employee with attitude issues stifles the productivity and performance of the rest of your employees. You are leading your organization to be mediocre, at best.

Consider MAK's **Career Decisions Program**. This program might just be what your 'problem' employee needs.

Whatever your decision, it is critical you do something. It is critical that you address the issues, for the health of your organization!

MAK Executive Programs

Career Transition Programs provide a unique blend of services

- career evaluation
- skill development
- planning
- workplace analysis
- one-to-one coaching
- re-branding - everything required to professionally transition.
- career education

MAK's layered learning approach equips clients with the knowledge and skills to take charge of their careers and to proactively manage their transition with the knowledge they have ongoing professional support from MAK's team of highly skilled executive level coaches, even beyond the limits of their program.

Career Decisions Programs provide management with the opportunity to salvage an employee who might otherwise be dismissed.

- often, within organizations, there can be simple issues that block an employee from being productive and being an effective member of a team.
- one to one contact and open communication with the employee and a MAK Coach can serve to help management and an employee iron out the issues and move ahead.
- it can be worth "investing" in the employee, considering the current investment already made in training and corporate knowledge.

With the high cost of replacing employees, not to mention the difficulty in finding the right employees, this Career Decision program can be a smart executive move before dismissing a problem employee.

Executive Coaching and Mentoring Programs provide management with support to develop and help employees throughout the organization to grow.

- fast tracking a key employee,
- supporting newly or soon to be promoted managers,
- assist with poor performing employees,
- support Peak Performance for middle managers, top managers, sales executives and other key employees

The "mentorship" benefit provides employees, and management, with the opportunity to have a confidential and safe sounding board – a thinking partner and a trusted advisor.