

TGC's Services & Workplace Solutions

The Growth Company provides 3500+ clients in Alaska and the Pacific Northwest customized programs and assistance in the areas of human resources, training, organizational strategy.

Founded in 1978, our consultant team offers over 110 years of combined expertise in the areas of human resources, strategic planning, training, investigations and mediation. Our mission at TGC is to improve the work place, one organization at a time. All our services can be customized. Sample services include:

Human Resources

- ✦ HR On-Call (a-la-carte HR, including trouble-shooting)
- ✦ 360 Reviews & CEO evaluations
- ✦ Conflict resolution & mediation
- ✦ Professional coaching
- ✦ Recruitment (hiring & reference checks)
- ✦ Mediation
- ✦ Investigations
- ✦ Discipline and terminations assistance
- ✦ Performance appraisal assistance
- ✦ Anti-harassment, EEO, ADA & other legal/ HR areas

Training & Development

- ✦ Employee development plans
- ✦ Leadership development
- ✦ Team building
- ✦ Executive & manager coaching
- ✦ Performance & life coaching
- ✦ Training for trainers & facilitators
- ✦ Manager/employee/board training in many areas:
 - ✦ Management & supervision
 - ✦ Communications & conflict resolution
 - ✦ Customer service, sales & marketing
 - ✦ Mediation
 - ✦ Media
 - ✦ Diversity
 - ✦ Gen X/Y
 - ✦ Stress, time management & change
 - ✦ Ethics
 - ✦ Board of directors
 - ✦ Memory
 - ✦ Presentations
 - ✦ Legal aspects of management

Organizational Strategy

- ✦ Strategic planning
- ✦ Organizational assessments
- ✦ Management strategy
- ✦ Strategic communication
- ✦ Client surveys
- ✦ Inter-departmental collaboration
- ✦ Process improvement
- ✦ Tailored salary surveys
- ✦ Custom consulting
- ✦ Employee surveys
- ✦ Partnering sessions
- ✦ Facilitated retreats
- ✦ Succession planning
- ✦ Advising on building an internal training & HR department
- ✦ Employee surveys

