

The following management consulting services are available from the Institute for Intellectual Capital Research Inc:

### **STRATEGIC PLANNING**

Dr. Bontis will assist your organization in preparing a strategic plan that is forward thinking, centered on measurable results and presented in a way that engages people and communities. Our collaborative processes help enable our clients and their stakeholders to easily move plans and strategies forward from formulation all the way to execution. We have extensive experience in the private and public sectors. Plus, we can recommend the appropriate software solution to assist in the monitoring of the plan once it has been implemented.

### **VENDOR ASSESSMENT**

Dr. Bontis will sit as a member of your organization's procurement team to help you evaluate various vendor options. He can also help design RFP specifications and evaluation criteria so that your organizations spends its investment wisely.

### **INDUSTRY AWARENESS**

Dr. Bontis and his team of experts will provide your organization with an initial overview of a chosen industry, the concepts, framework, metrics and solutions that are available to you. This interactive session will also provide an overview of specific solutions that your organization may require to begin an initiative.

### **EXECUTIVE TRAINING**

Dr. Bontis will design and deliver a customized in-house training seminar for employees covering all introductory aspects of management and its impact on personal, team and organizational effectiveness. He has extensive experience in developing and administering custom in-house executive training programs.

### **CAUSAL MODELLING**

Dr. Bontis has extensive experience in both academic research and consulting practice with causal models. This service takes your existing employee survey data results and integrates them into a comprehensive causal model thus providing greater insight into what drives certain organizational outcomes.

### **LONGITUDINAL CAUSAL MODELLING**

This advanced methodology provides your organization with a strategic planning tool that not only determines the causal links of certain investments but can also predict their impact over time. This service requires data to be available over a number of years.

### **TECHNOLOGY SOLUTIONS**

Dr. Nick Bontis can provide a review and recommendations of various software solutions that are available to you and your organization for both individual, team and organizational productivity.

### **KM DIAGNOSTIC / AUDIT**

This knowledge management service allows you to assess your organization with regards to several antecedents of knowledge sharing (e.g., employee satisfaction, motivation, leadership, technology, trust, etc.). The measurement mechanism used is a combination of web-based survey administration and quantitative metric collection. The resulting data is then integrated into a comprehensive causal model that can be used to help your organization prioritize initiatives and allocate resources more effectively. This also service examines and evaluates the effectiveness of the information and knowledge repositories of your organization, both hard (i.e., filing cabinets, libraries, etc.) and soft (i.e., databases, electronic documents, etc.).