



What is in your Survival Kit? Get the tools you need to survive transitions in these tough times!

When we think of a survival kit, we typically think about the basic tools and supplies we need to manage a difficult survival situation. Some of the items that come to mind are basic shelter against the elements, first aid supplies, food, water, a knife, matches, tinder, bandanna, fishhooks, sewing kit and a flashlight with batteries.

In the current economic downturn, saving, protecting and maintaining our businesses have become the order of the day. What is in your organization's "Survival Kit"? What are the tools you have on hand to assist your employee's ability to deal with the unknown and to meet the new challenges they may be forced to take on due to the uncertain economic climate?

Even though we are in a recession right now, that does not mean workforce development and planning should take a back seat. In fact, this is a critical time to assess, renew and plan for your company's future.

Internal changes are happening at companies across America today. With layoffs looming, anxiety and stress is increasing in the worker's left behind. They are left with a sense of "Survivor's Guilt". For the people still employed after a layoff, there are many issues left for them to figure out.

The worker has a loss of work friends. Their own workload has increased. The feeling of job insecurity never ends. They must consider planning their next move to another job.

How will you help your employees make this transition and keep your company on the successful path to a prosperous future? A recent Human Resources Magazine article tells us that research shows, "successful leaders take economic downturns to settle an organization, keep it headed in the right direction and emerge on top". Research also shows that in order to do this, organizations need to continue to develop bench strength and provide meaningful development experiences.

With that in mind, CRG ASSOCIATES has retooled its resources to help clients continue to retain critical talent, its customers and ultimately, plan for its business future.

The "CRG ASSOCIATES Business Survival Kits" will include tools for:

- **Executives** who need coaching to further develop their leadership and coaching capabilities
- **Senior Leaders** who need new strategies to deal with changing economy

- **New supervisors and managers** who need the important transitional skills for their new role, as well as the core skills to lead in uncertain times and keep themselves healthy and focused
- **Frontline employees** who need support and direction to keep them healthy and confident in their capability to do their jobs
- **Internal Trainers** who need more training skills and comfort level, for all content from technical to interpersonal skills training
- **For those with limited time, webinars will be available on a variety of** topics including leadership, wellness, managing priorities and more.

Working with a full-service firm like CRG ASSOCIATES offers a strong value proposition. Working with a team that can provide many of the core training, consulting and coaching services, along with methodologies to measure and track results, can increase your ROI in times when funding is tight. The Team of CRG ASSOCIATES is a powerful combination of professionals with decades of business, training and development, human resources and organizational development experience and capability. Each brings a strong belief in delivering quality, customer-focused service. Our team excels at collaborating to meet the critical business needs of our clients.

Given the need to work in a cost-efficient way in today's environment, doesn't it make good sense to partner with a team who shares your values and goals? Let us help you develop your Survival Kit today!