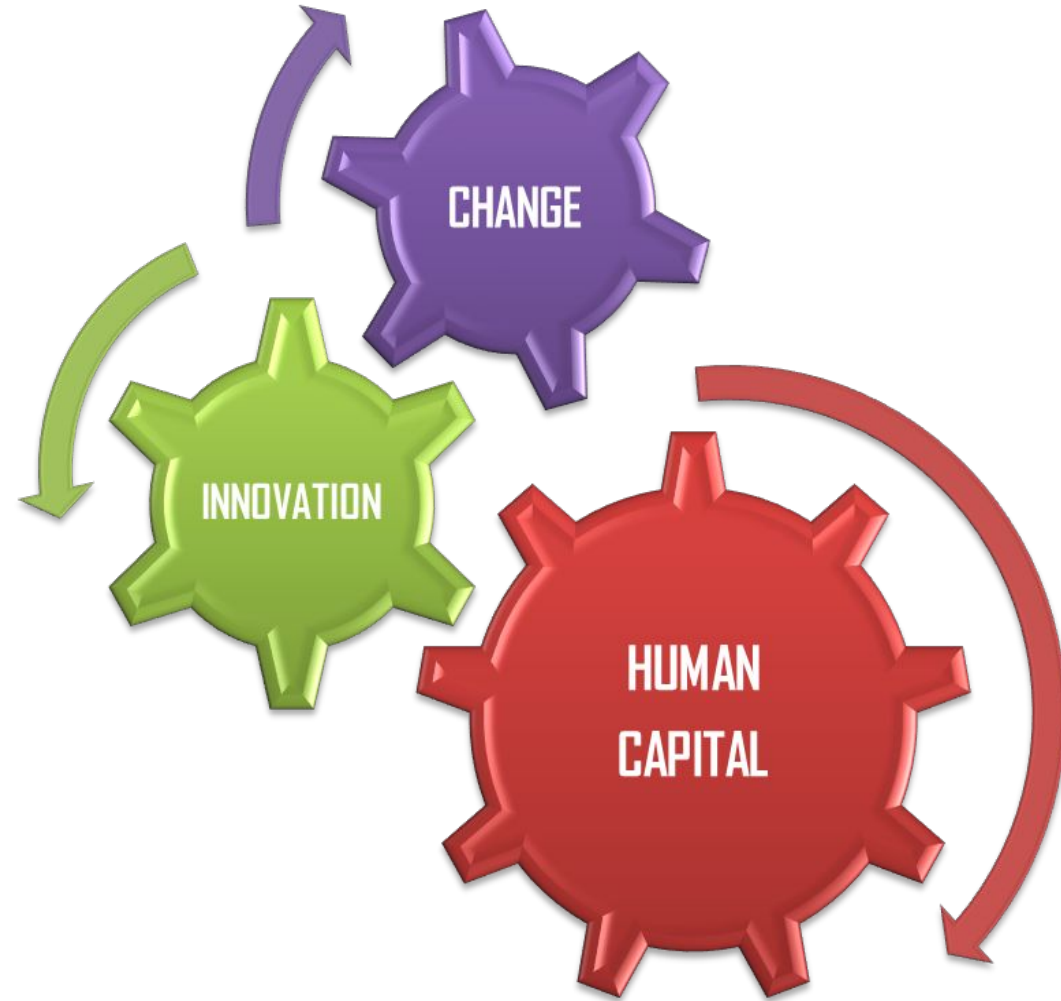


The softer side of success



## Results-Oriented Fundamentals:

- Human Capital Development & Assessment
- Sustainable Innovation
- Systemic Change Management.



IT Solutions

HCM

IMS

ChM

Consulting

Top Players



SAP-SuccessFactor  
Cornerstone OnDemand  
Oracle  
Taleo  
Saba  
SkillSoft  
IBM - Kenexa



Lithium  
Imaginatik  
Spigit  
BrightIdea  
Brainbank  
IdeaScale  
Hype



IBM  
Mercer  
Accenture  
PWC  
Deloitte  
KPMG  
Ernst & Young

Incremental Innovation



**MARROCO**  
PRODUCTOS

IT Solutions

HCM

IMS

Consulting

ChM

## Market Facts



Soft competencies or Interpersonal skills **are not** formally present, developed or assessed

Also known as 21<sup>st</sup> century skills

The economist / Cisco



**75% and 64%** of Global Executives **are not** satisfied with "portfolio growth" and "initial idea generation" respectively

Accenture



**70%** of all major change efforts in organizations fail

Kanter International

Incremental Innovation

Vs



Unveiling a new breed of

Technologies, by



# Source





# New & Different





# Who benefits More

## Technology

- Installing innovation in its own workforce as a behavior
- Linking workforce soft skills development to hard performance indicators
- Gaining a higher usability level of platforms / applications / solutions
- Producing in Clients, a better willingness to discuss and implement new technologies

## Education

- Developing and assessing the 21<sup>st</sup> century skills (Learning , Innovation, Life & Career skills)
- Providing detailed meaning to Quality in Education
- Increasing the active participation of all learning agents (students, teachers, parents & community)
- Linking effectively formal education with productive world

## Security & Defense

- Inside out individual intelligence augmentation. Enhancing analysis and risk management capabilities of analysts and team leaders
- Providing a higher level of individual / team congruency (Thinking - Action - Attitude)
- Increasing the levels of innovation
- Reaffirming core values and ethics practices

## Large Corporations

- Boosting productivity & profitability
- Retaining the best talents
- Acquiring core organizational competencies about sustainable change and learning
- Multiplying the speed and value added in every product or service



2012 – 2011. COMEX 1<sup>st</sup> in Mexico and 4<sup>th</sup> largest painting company in America

**EDT** Organizational Transformations

Parker Paint.



2006. DICAM a SMB prime contractor for CCTV systems in the Venezuelan banking market.

**CER** improving productivity and profitability



1996 – 2002. PDVSA the largest Energy corporation of Venezuela. A Fortune Global 500 company (# 66 in 2011)

**EDT** proving and sustaining high performance in both hard and soft industry indicators.



2008. CANTV the largest telecom of Venezuela

**MPO** avoiding failure in Kenan deployment project



Global Knowledge™

2005 – 2006. GK among the top 10 CISCO Education Partners In Latin America.

**CER** improving productivity and profitability

