

Corporate Resume

n-gen People Performance Inc. designs and implements performance solutions by tackling the root causes of people performance issues from a generational perspective. Our keynotes, workshops and consulting services focus on increasing engagement within a multigenerational workforce by demonstrating organizational engagement.

Partnerships

- ✦ Schulich Executive Education Centre, School of Business, York University
- ✦ Canadian Management Centre

Press / Articles

- ✦ T&D Magazine
- ✦ PMI Magazine
- ✦ Globe and Mail
- ✦ Canadian HR Reporter
- ✦ Report on Business Television

Book

Loyalty Unplugged: Get, Keep and Grow All Four Generations

Conferences

- ✦ Human Resource Professionals Association of Ontario (HRPAO)
- ✦ International Society for Performance Improvement (ISPI)
- ✦ Society for Human Resources (SHRM)
- ✦ ProjectWorld – Canada / ProjectSummit - USA
- ✦ Conference Board of Canada Networks / Conferences
- ✦ (CACEE)

Keynote / Workshop Topics (sample themes)

Getting: Recruitment / Orientation

- ❖ Strategies and tactics that improve recruitment metrics
- ❖ Marketing your organization in a way that attracts high performers from all four generations

Keeping: Total Rewards Programs / Employee Brand Promise:

- ❖ How increasing engagement across all four generations impacts the bottom line
- ❖ Retention strategies, programs and tactics that take into account the new work world reality
- ❖ How to effectively deliver on your employee brand promise

Growing :Career-pathing, learning and development, mentoring, performance management, succession planning and management practices

- ❖ Career-pathing as a recruitment / retention mechanism
- ❖ The role of the manager/leader in retaining and developing – understanding generational identities and needs
- ❖ Intrapreneurship programs – how they are an effective leadership development tool that produce business results
- ❖ Mentoring programs that work
- ❖ Creating performance management processes to evaluate the win-win relationship and manage employee expectations
- ❖ Building high-performing teams – the assessment, the model, the design or the re-design
- ❖ n-gen People Performance Inc.'s Four Point Succession Planning Model – designing a plan that is future orientated and aligns with multigenerational expectations
- ❖ Selecting the right succession planning model for the workforce of the future



Adwoa K. Buahene, M. A.
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As a managing partner of n-gen, Adwoa K. Buahene partners with clients to design and lead strategic people initiatives that measurably improve workplace performance. Adwoa supports organizations in understanding generational motivations both from a research and anecdotal perspective. Her analytical approach to helping clients meet their performance objectives means that solutions are strategic in nature, measurable and executed with discipline.

Adwoa has a Master's degree in analytic philosophy from Dalhousie University. She is a member of the Society for Human Resources Management, Human Resource Professionals of Ontario, member - Provincial Partnership Council, chair - United Way Allocations Panel and board director – VHA Home Health Care.



Giselle Kovary, M.A.
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As a managing partner of n-gen, Giselle Kovary leads and designs strategic change initiatives to improve organizational and people performance for our clients. Giselle helps clients to understand and build people strategies and programs that target, motivate and engage all four generations. Giselle excels at partnering with clients to achieve their business performance objectives, beginning with a comprehensive and methodical analysis of clients' current state versus future performance goals.

Giselle has a Master's degree in communication studies from the University of Windsor. She is a member of the International Society for Performance Improvement, Human Resource Professionals of Ontario, and chair - Promotions & Events Taskforce of the Provincial Partnership Council.