

TSG Consulting Limited is a next-generation consulting firm using innovative, values-based approaches to all areas of Leadership and Organization Development. It comprises a network of relationships, expertise and resources that operate under and in support of clearly defined Values and Principles.



Our Services

TSG Consulting Limited (TSG) a Trinidad-based consulting firm, has been working with organisations for in the private and public sector. TSG Consulting utilizes values-based approaches to provide our clients and their organisations with solutions for holistic development.

We have three main practice areas:

1. **Organisational Development and Transformation**
2. **Strategic Information and Communications Technology (ICT) Services**
3. **Executive Information Services.**

TSG is firmly committed to collaborating with organizations toward the achievement of sustainable development goals and objectives.

Our Resources

Through its partnership with the UK-based firm, Congress Global Consulting (CGC), TSG has access to an international pool of like-minded experts and resources. CGC specializes in values-based national development initiatives, leadership development and ICT implementation in countries across the world.

Our Philosophy

We view organizational development as being predicated upon understanding the role and responsibility of leadership; a clearly defined vision and the and the values-based engagement of human resources.

We believe that accurate and sustainable growth requires clearly defined and firmly entrenched values and that organization growth and development starts with leadership growth & development.

Our Objectives

All TSG services bring to bear a set of considerations, priorities and motivations that redefine the nature of organizational pursuits, and where applicable, deliver practical, technology-based solutions to common organizational challenges. We aim to:

- Create sustainable value for our clients
- Develop ethical, values-based platforms for organizational function
- Create an enabling work environment that prioritizes the holistic development of people
- Provide opportunity for people to participate in the creation of a new generation of leaders and organizations
- Encourage creative thought in leadership and organization development
- Act as a transfer point for insight and knowledge to our clients, people, partners and the wider community
- Contribute to the development of a principled and well-ordered society

These are reflected in our tagline:

New Paradigms ...
New Perspectives...
New Possibilities!

Competency Based Management Services

Competency Based Management is about managing key HR activities around a “competency profile” of the job positions. A “competency profile” describes a set of skills, behaviours and knowledge required for excellent performance in a job.



TSG has pioneered the development of SME-appropriate Competency Based Management policies and tools to facilitate the development and use of our Competency Frameworks, Competency Job Profiles and Competency Assessment Tools.

The Framework is flexible and scalable enough to be used by any organization regardless of the HR system being utilized, from an Excel spreadsheet to Peoplesoft or SAP.

The TSG Competency Management Framework is designed to help organisations define

- A structure for specifying competencies
- An approach to competency assessment
- Training and development needs

The TSG Competency Management Framework will help you to:

- Classify your competencies in the most efficient and appropriate way.
- Develop a list of required competencies based on your Strategic Objectives.
- Assess your employees' competencies.
- Identify critical gaps in your workforce.
- Provide an analysis of your training needs

The TSG Job Competency Profile is a comprehensive document which provides information on competencies, ratings, job training, interview questions and job orientation requirements.

Our work in Competency Based Management has allowed us to develop our own extensive **Competency Database.**



TSG Competency Management Framework

Executive Information Services

TSG's MediaReview Executive Information Services includes 'Press-Clips' which provides daily and weekly summary reports on industry specific news, stories and happenings as reported in the local and international media.



Overview

Each day our MediaReview team sources Sector related media releases and Company-specific exposure, including:

- Government Policy & Activity
- Local Sector news
- International Sector news
- Company News
- Conferences and Events
- General Announcements
- Advertisements, Sponsorships
- Job Vacancies

MediaReview Benefits

Our MediaReview Executive Information Service allows businesses to:

keep track of media coverage

determine what's being covered in a variety of media from newspapers and radio to magazines to the Internet

provide critical information demanded by decision-makers

MediaReview Sector Coverage

- Energy & Energy Services
- Manufacturing and Construction
- Finance

MediaReview Products

Press-Clip

An easy way for businesses to keep track of media coverage and determine what's being said about them, their competitors and their products.

Brand-Monitor

Assess Corporate Image and Brand Reputation against clear metrics by providing a unified reporting about brand advertising and brand profiling in the media.

MediaReview Web Access

Convenient 24/7 online access to MediaReview archives allowing businesses to search, analyse and compare past media coverage.

Media-Watch

The most cost-effective way for business to assess media reliability against agreements on advertising time, and efforts to publish or air press releases.



Governance and Institutional Development

TSG Consulting utilizes innovative, values-based approaches to all areas of institutional development to bring to bear a new set of considerations, priorities and motivations that re-define the nature of Leadership and Organizational pursuits.



GID Services

The TSG Governance and Institutional Development Practice can be grouped into three main categories:

1. Organization Development and Transformation

- Insight Services (Vision Development and Team Envisioning)
- Strategic Planning Facilitation and Development
- Change Management
- Team-Building
- Financial Modeling and Analysis

2. Strategic HR Management

- Policy Development
- Organizational Design
- Competency-Based Management
- Succession Planning
- Performance Management
- Assessment Centre

3. Leadership Development

- Leadership Training and Executive Mentoring
- Succession Management
- Leadership Development Centre
- Graduate Recruitment & Assessment

The Company has pioneered the development of values-based Leadership models, Competency-Based Management policies and tools, Succession Management systems, and Human Resource policies and procedures. TSG has done extensive Management and Executive-level training and Strategic visioning and planning.

 TSG Competency Management Framework

 TSG Assessment Centre

Our Objectives

To bring to bear a new set of considerations, priorities and motivations which re-define the nature of leadership and organizational pursuits. This can be summarized in our tagline:

New Paradigms ...

To bring sight of the dynamic link between inherent values, principles and motivations and organizational culture and performance.

New Perspectives...

To establish new platforms for strategic leadership, decision-making and management based on corporate paradigm shifts.

New Possibilities ...

To unleash the innate, creative potential and latent productive capacity by creating greater levels of collaboration, shared ownership and synergy.

 TSG Succession

The TSG Strategic ICT Practice specializes in design and delivery of innovative Information & Communications Technology solutions ranging from Advisory Services, Business Process Design and Systems Audit to Internet and New Media strategy and systems.



ICT Advisory Services

Major strategic changes often bring such questions as 'where are we going?' and 'what are we striving to achieve'. Our ICT Advisory Services are for clients considering their future in terms of strategic technology implementation.

We work with clients to analyse the various aspects of corporate change, in terms of business process, applications, services, technology and human resource.

Some of the most common business issues facing IT management are flexibility, availability, security and of course, cost reduction.

IR Solutions

Our specially tailored Investor Relations (IR) webcasting solutions and interactive tools allow organizations to deliver shareholder announcements and meetings to a global audience.

Our experience in internet broadcasting, solid technology infrastructure and an in-depth knowledge of IR best practices ensures that your communications to shareholders is packaged for greatest reach and impact.

We provide a range of IR technology and communications services from the initial envisioning stages, to actual execution:

- Pre-event planning
- Invitations & Registration
- Event Technical Support
- Transcription
- Post Event Communications

Conferencing & Communications

TSG Video Conferencing and Voice over IP (VoIP) solutions provide a comprehensive, scalable platform built upon our robust Synapse multimedia technology. Our services allow organizations to enhance their network investments to enhance collaboration and communications efforts with board members, remote teams and offices.

Strategic ICT Consulting

Supporting senior decision makers in achieving the alignment of the IT organization to the overall business goals and strategy.

ICT Assessment Services

Working with managers and executives in making evidence-based decisions regarding their ICT infrastructure, programs and plans.

Strategic Communications Services

TSG helps organizations extract optimum business value from communications services and technology. Our team specializes in providing organizations with consultancy and proactive support that covers both the business and technical aspects of ICT. We work collaboratively with our clients to develop strategy and design approaches for communicating with internal and external audiences through a combination of face-to-face, broadcast, print and digital delivery vehicles.

Our Executive Team

TSG maintains a cadre of highly skilled and experienced professionals. Together, they bring a considerable wealth of experience in the areas of Strategic Planning, Leadership Development, Strategic HR Management, Strategic ICT and Global Development Issues.



TSG's values-based approach Organizational Transformation and Human Development involves a unique blend of creativity, collaboration and domain expertise. Our Executive Team draws on keen insight, global experience and clearly defined values in designing and delivering tailored solutions to our clients.

Camille Wooding

Mrs. Camille Wooding is the Managing Director of TSG Consulting. She has over 20 years experience in Finance, Strategic Management, Human Resource Development & IT Management.

A former lecturer at the University of the West Indies in Business Policy and Strategy, Mrs Wooding has conducted Management Seminars and Workshops on Succession Planning, Competency Based Management and Graduate Recruitment.

Ernest King

Mr. Ernest King is an Executive Director at TSG Consulting, with responsibility for Organizational Development. He currently oversees the key areas of Strategic Planning, Organization Design; Executive Recruitment, Performance Management and Succession Planning.

As an experienced, Human Resource practitioner, Mr. King has designed programs, strategies and interventions to achieve behavioral adjustments, cultural shifts and organizational transformation.

Bevil Wooding

Mr. Bevil Wooding is an Executive Director at TSG Consulting, with responsibility for Strategic ICT Services.

With a professional background spanning the public, private and charitable sectors, Mr. Wooding brings over 15 years executive level experience in technology innovation, strategic planning, operations, project management and business systems design consulting for organizations locally and internationally.