

Marathon Human Resources

Marathon Human Resources is a professional human resources practice based in Atlantic-Canada. Our services are designed for corporate and individual clients seeking:

- Highly professional and effective human resources services.
- A positive return on investment.
- Organizational development to address competing demands, evolving trends, and competitive environments.
- Increased organizational effectiveness through enhanced leadership and organizational performance.

We are led by seasoned professionals with the expertise to deliver lasting solutions. While our services cover a range of human resource needs, we specialize in the following areas:

- Executive Coaching
- Succession Management
- Career Transition Services designed for corporate clients

For more detailed information please visit www.marathonhrcg.com or call 902.421.4400. We can also be found on Twitter: @2010marathonHR or LinkedIn: <https://ca.linkedin.com/in/brianduggan1>

Executive Coaching

Our executive coaching services are designed to support high-potential leaders in taking their company — and their careers — to the next level. We enhance existing skills by focusing on three essential areas:

1. Leadership
2. Communication
3. Management

Marathon Human Resources is part of a national network of qualified executive coaches, all bound by the ethics of the International Coaching Federation. Our services are based on our commitment to understanding existing strengths, identifying opportunities for growth, and appreciating company context.

Succession Management

Building and supporting a competitive enterprise requires a thoughtful, strategic plan focused on leveraging the present to achieve future results. This is about ensuring that present operations continue seamlessly through retirements and individual career changes. We will:

- Identify and clarify leadership competencies.
- Identify star performers and measure their potential for advancement.
- Use evaluation criteria.
- Deliver comprehensive, tailored leadership development programs.
- Deliver one-on-one coaching.

Career Transition Services

Our career transition services are designed for companies seeking to support employees who are transitioning out of the company after an event such as a merger, acquisition, or organizational restructuring. Our programs are fully customized and address needs such as:

- Clear messaging for companies
- Regional support throughout Atlantic Canada
- Professional resumes for departing employees
- LinkedIn optimization for departing employees
- Specialized support for Boomer workers

Assessment Tools

Gaining objective insight into a person's strengths and leadership style is vital for managing individual talent and company operations. When appropriate, Marathon Human Resources uses assessment tools to help gain that insight. Some of those tools may include:

- 360 Feedback: The 360 process is one that provides a leader with the opportunity to receive developmental feedback from superiors, peers, and direct reports. Information gained through a 360 feedback is extremely helpful when creating a development plan.
- EQ-i: Emotional Intelligence is our level of awareness of emotions within ourselves and others and how emotions influence relationships. Understanding and developing emotional intelligence in leaders, managers, employees and new hires is a catalyst to improving leadership effectiveness, customer service, retention and team work.
- Hogan Business Reasoning Inventory (HBRI): The HBRI describes reasoning style – the ability to evaluate sets of data, make decisions, solve problems, and avoid repeating past mistakes. By assessing reasoning style, you can identify an individual's problem solving style, understand their capacity, and identify areas for development.
- Prevue Assessment: Comprehensive assessment of a person's general problem-solving abilities, career motivators and personality as compared to a position can assist in making a strategic decision regarding placement.

Client Experience

Brian Duggan is a seasoned business coach and the owner of Marathon Human Resources. Brian brings focus, curiosity, and compassion to his role in supporting companies and individuals. He is a catalyst for personal and business growth. Clients of Marathon Human Resources have said they enjoy working with Brian and his team because they experience:

- An approach grounded in the desire to understand and support.
- Professionals who are available and experienced.
- Honest, ethical and reliable advice and support.

*For more information regarding client feedback, please visit:
<http://marathonhrco.com/testimonials>*