

SERVICES OFFERED BY DIMENSION 11

◆
**MISSION
STATEMENT**

◆
**To assist
organizations in
achieving and
maintaining
excellence**

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*A partial list of
satisfied clients...*

Agency Chiefs Tribal
Council
Agriculture Canada
Association of
Professional
Engineers
Brandt Industries
Cable Regina
Canada Post Corporation
Canadian Home Builders'
Association
Canadian Information
Processing Society
Celero Solutions
CIBC
City of Regina
Clorox Company of Canada
Environment Canada
Farm Credit Corporation
Federal Express
Home Depot
IBM
IPSCO
Mary Kay Cosmetics
Michelin
Miramichi Regional
Development Corporation
Molson Breweries
NATO Flight Training in
Canada — NFTC
RCMP
Regina General Hospital
Regina Public School Board
Royal Bank of Canada
SaskWater
The Wireless Age
Touchwood File Hills
Qu'Appelle Tribal Council
TransCanada Pipelines
YWCA



At Dimension 11, you'll find the solutions to all your human resource challenges. People come first with us, and our goal is to help you find success personally and for your organization. You receive assistance in areas such as:

Organizational development...

- ◆ Training/E-Learning/Referenceware®
- ◆ Focus groups/surveys
- ◆ Business/strategic planning
- ◆ Executive and business coaching

Career transition and search...

- ◆ Recruitment
- ◆ Career transition/outplacement
- ◆ Job search
- ◆ Career coaching

Speaker and convention needs...

- ◆ Speakers
- ◆ Entertainers
- ◆ Convention/meeting planning

Please visit our website – www.dimension11.com – or call us at **306-586-2315** or **800-303-2315** to find the solutions to your challenges. We're eager to guide you to the path to success.

TALENT MANAGEMENT

“Sherry was so extremely helpful in providing me with guidance in re-training... With her expertise and assistance, my sights have been set higher.”

TE
Career
Transition Client

“You show determination in assisting clients to reach their goals. In my case, your advice and teachings helped me reach mine. The way you advised me was in an understanding, patient, and straightforward manner. The InnerView personal profile system was very helpful (and accurate!).”

KY
Job Search
client



Enables Employees to Invest in Themselves

The key to coping in today's ever-changing marketplace is investing in an adaptive and progressive workforce, “human capital”.

Dimension 11 Ltd.'s “Talent Management” services help you develop your human capital throughout the career cycle (attracting, retaining, developing and transitioning) so as to achieve maximum return. Talent Management is a catalyst for continuous

improvement: employees who believe in their own abilities and accomplishments are more likely to initiate ideas and create value for the organization.

To build on employer competencies and replenish workforce gaps, organizations must have a clear picture of each current employee's strengths and skill sets. Objective assessments and data ensure development funds are spent wisely, and every employee's role is connected to, and supports, the organization's vision.

Assessment: A Foundation for Sound Decisions

Effective leaders are passionate about continuous improvement. The rewards range from employee loyalty to increased productivity. Assessment helps leaders discover staff who can initiate change, motivate the group and analyze situations quickly, talents that may be hidden in their current jobs.

Best practice organizations enlist the help of a third party in assessing their employees. Engaging a third party demonstrates a commitment to the organization's people and to developing its leaders internally. Dimension 11's professional, trusted counsellors are free of internal biases and provide objective,

constructive feedback.

Identifying Leadership Potential Broadens Company Success

In-depth assessments are provided by counsellors. They identify training areas which will bring the greatest gain and recommend development programs for accelerated learning.

Dimension 11's confidential services for high potential employees include:

- ◆ Objective assessments (profiles, 360° assessments, behavioural interviews)
- ◆ Skill development training (one-on-one, workshops, e-learning)
- ◆ Succession planning (having successors in place to fill job openings from retirement and employee turnover)
- ◆ Executive coaching

Helping Employees Take Charge of Their Careers

Most employees subscribe to life-long learning and working to their full potential. Talent Management ensures employees thrive in today's challenging environment. Dimension 11 staff assess employee competencies, identify areas for greatest growth and clarify the individual's work preferences and values. In addition, our consultants evaluate the employee's alignment with his or her job. Studies confirm that employees whose skills match their will, and who are in alignment with their organization, are top performers.



TRAINING AND DEVELOPMENT

"We seldom strive to reach our full potential. Many of us found there is a lot more we need to do. You impressed on us that we CAN do it."
RC
Convention Chair
Kiwanis International

"We looked back to the day you gave a presentation on proper hiring and interviewing skills. From your presentation we adapted the interview questions to our business and have turned our interviewing into a professional and thorough process. We changed our hiring skills forever. Thank you."

KB
Future Print

A team of high energy speakers enlightens and motivates your audience. Participants leave with thoughts and ideas on "how to" build and improve on their interpersonal skills, their leadership abilities, their self esteem and their work methods in information packed presentations such as:

- ◆ Establish Your Gold Standard: Leadership styles to propel your company to greater profits, faster!
- ◆ Respectful Workplace
- ◆ The Art of Assertiveness: No More Wimps or Warriors
- ◆ Employee Retention: Stop the Drain Before Your Personnel Well Runs Dry
- ◆ Team Building
- ◆ Conflict is Inevitable: Manage it With Win/Win Strategies
- ◆ Sales Presentations that Earn Greater Profits
- ◆ Career Planning for 2008 & Beyond
- ◆ The Basics of Leadership
- ◆ and many more

Visit our website for a complete list and descriptions of the programs offered – www.dimension11.com/workshops.htm.

Often we are requested to bring the workshop to the client, either onsite or at another venue. The workshop can then be customized to the client's exact needs. Call us to discuss how this can benefit your organization – **306-586-2315**.



E-LEARNING & REFERENCEWARE®

“Over my 23 years in information systems, I have seen my share of training resources, materials and methods. We started using an online resource from Books24x7 that has literally changed the way we train and work here. If I sound evangelical, it’s because the response here is about as close to religion as I have seen for any sort of informal training.”

LN
Learning Analyst
Best Buy Co., Inc.

“Here is another message on Books24x7... I have been using this service for about a week now and just wanted to let you know I think this is the best thing EDS University has done to make information and training available to EDS employees.”

LM
Managing Director
LCM Services, EDS



Comprehensive and flexible e-learning options

A major foundation of effective corporate learning is the ready availability of high-quality learning content for the full range of enterprise needs. SkillSoft offers the largest library of online courses and complementary resources in the industry, covering a wide variety of business, IT, and desktop subject areas. SkillSoft’s content is packaged in multiple levels to

appeal to organizations of any size or learning budget.

Collections

For customers who would like to focus on either the formal or informal learning aspects of their programs, SkillSoft courseware collections and Referenceware® Collections by Books24x7® are available with broad coverage of business skills, IT skills, and desktop skills.

Courseware collections provide in-depth coverage of business and technical areas with a combination of interactive courseware, rich simulations, live mentoring, certification-focused Express Guide manuals, TestPrep exams, Blended Learning Toolkits and more.

Referenceware® Collections by Books24x7® include full-text premium reference books, reports, vendor documents and white papers from industry publishers.

Custom Libraries

For the ultimate flexibility, organizations have the option to mix and match combinations of any of the above content packages. Additionally, organizations may choose to create their library or build upon their existing library, by selecting resources title by title from the full assortment of available courses, Express Guide manuals, SkillSimulations, TestPrep

exams, mentoring and Toolkits.

Flexible Package Options

Courseware Collections

- **Business Skills**
Courses around soft skills that drive business results
- **IT Skills**
Coverage of relevant technologies and IT skills
- **Desktop Skills**
Courses around core desktop software technologies

Referenceware® Collections

- **BusinessPro™**
Books on practical topics that drive business results
- **ITPro™**
Technology and innovation books for IT professionals
- **OfficeEssentials™**
Information on standard office software



CAREER TRANSITION

Career Transition can be a very stressful situation to experience. Dimension 11 Ltd./Career Partners International provides just the right atmosphere of serenity, comfort and motivation to heal and grow. Our clients, as well as their life partners, are provided guidance in dealing with their loss. With private counselling sessions, individual work and group interaction, our clients are soon back on their feet and motivated to explore new pathways to success. We have access to resources and people worldwide to ensure we provide the most up-to-date and beneficial assistance needed.

Our clients receive:

- ◆ unlimited individual counselling from human resource professionals, for assistance in sorting out feelings and devising a plan of action. Sessions are held at times convenient to clients
- ◆ a diagnostic profile for career direction
- ◆ a career-planning manual on finding the right job
- ◆ preparation of a success-oriented résumé and cover letters, thorough reference checks, and guidance in the interview process
- ◆ access to web-based resources – online career centre, résumé developer and Canadian/global company research database
- ◆ full access to modern facilities to perform a job search – phones, computer, internet, printer, copier, fax machine, and administrative support, if required
- ◆ learning processes for professional and personal development, either in a workshop setting or via e-learning

“Throughout my journey to obtain meaningful employment, I was continually impressed with your professional, no nonsense approach to my concerns and apprehensions. You always projected a positive attitude and provided that personal touch...to provide optimistic advice and encouragement.”

AH
Career Transition
Client



RECRUITMENT AND EXECUTIVE SEARCH

"I've always been reticent about the costs associated with using an outside group to fill vacancies for my company. Dimension 11 is different. My concerns about finding the right person to fill a key management position at a price my organization could afford were unfounded. Not only did Dimension 11 find us several candidates that would fit well into our organizational culture, they were all well within our budget constraints. The cost of finding the right person sure outweighed the costs associated with hiring the wrong one."

PH
Executive Director
Trent Valley Literacy
Association

Looking for the right person for a specific position can seem almost impossible – too complicated and time-consuming. Knowing what to ask for, what to look for, where to look – all are difficult decisions to make, especially while trying to ensure the job gets done until the right person is found. And, there's never a guarantee the person found will fit into the corporate culture of the organization. Until now, that is!

At Dimension 11 Ltd./Career Partners International we can make this process easier and worry-free. With years of experience in recruitment and executive searches, we know the questions to ask and the places to look. And, we guarantee the results.

When clients make comments such as, *"Three for 3 in terms of placing the right people in our company. You're batting 100!"*, you can be sure you will be pleased with the results you get from Dimension 11.

Our clients receive:

- ◆ assistance in preparing a job description/position specifications
- ◆ needs analysis and search strategy
- ◆ candidate evaluation, selection and confirmation
- ◆ fully qualified, professional individuals to fill vacant positions
- ◆ a profile of the selected individuals
- ◆ comprehensive interviews and verification of references and credentials
- ◆ a six-month guarantee of suitability



SHERRY KNIGHT, BA FCMC CHRP CMS



Sherry is the President of Dimension 11 Ltd. based in Saskatchewan, Canada. She specializes in assisting individuals and companies in recognizing and developing their potential and effectiveness to achieve results.

A self-motivated entrepreneur, Sherry started her first business at the age of 10. With sound management experience, she has worked with and for the media and for one of the largest Canadian insurance companies. She is a graduate of the University of Manitoba and has in-depth practical knowledge of human resources (training and organizational development), public relations and customer service functions.

"If someone is looking for an upbeat speaker and a real motivator, then you are the one. You are truly one of those speakers that 'walks the talk'."

AR
Executive Officer
Regina Home Builders'
Association

Sherry is a dynamic speaker and a member of the Canadian Association of Professional Speakers (CAPS). She has made keynote presentations and led seminars for such diverse groups as Federal Express, Chrysler Canada, The Finnish Marketing Board, The Institute of Canadian Banks, Coca Cola Ltd. and the Ceylon Chamber of Commerce.

Worldwide, she addresses international business, civic, and social groups on such topics as Leadership, Entrepreneurism, Corporate Restructuring, Making Presentations, Customer Service, Meeting the Media, Communications, Marketing, Professional Image and Personal Motivation. Each presentation is tailored to suit the client's objectives which has seen an increase in bottom line results by as much as 30%.

Active in a variety of community and professional groups, Sherry currently serves on the boards for Conexus Credit Union, The Counselling Foundation of Canada, Canadian Education and Research Institute for Counselling (CERIC), Canadian Cancer Society's Relay For Life and the Canadian Association of Professional Speakers – Saskatchewan Chapter (CAPS). She is Past President of the Regina Chamber of Commerce and the Saskatchewan Chapter of Canadian Association of Management. Sherry also sat on the Saskatchewan Labour Force Development Board, the Contact Point Board and the Human Resource Management Association. Sherry has been nominated as Woman of the Year in the Business Category.

Sherry has been seen on CTV's Good Morning Canada, in interviews for the segment "Office Talk". She hosted The Entrepreneurial Tool Box, an internet-based talk radio show on VoiceAmerica.com, which dealt with entrepreneurial issues. She has also hosted television shows for entrepreneurs. Sherry is currently working on her first book and has produced her first professional development CD dealing with Leadership.

OUR TEAM

"It will soon be a year that my life started to turn around. I want to thank you all for giving me the opportunity to do that."

CG
Bridging Client



John Knight

- ◆ Over 30 years in corporate life, from frontline to senior executive
- ◆ An inspiring coach and facilitator, committed to encouraging the potential of individuals, developing and revising systems for a smooth running operation
- ◆ Deals compassionately with those going through career transition, something he has experienced personally



Austin Tondevoid

- ◆ Nine years in the business world, starting four successful companies, increasing annual revenues for one by over 300% per year since inception
- ◆ Vast experience in project management, and employee management and training; fully bilingual
- ◆ Twelve years in counselling individuals in life experience and career planning



Robert Graham, BComm, MBA, CHRP

- ◆ Over 25 years in the human resources field, with an MBA – Human Resources
- ◆ Specializes in employee recruitment, dispute resolution, customized industrial training/facilitation and grant procurement
- ◆ Is a founding member of the Saskatchewan Process Industry Training Network, which develops/delivers training throughout Western Canada



Tami Ali

- ◆ Over 16 years as a trainer/facilitator, coach, interviewer, and manager with a firm understanding of cultural awareness
- ◆ Trains groups and individuals in a wide range of skills such as problem-solving, dealing with difficult people, communications, leadership, and cross-cultural awareness



Jo-Anne Goodpipe, MHRD, BAdmin

- ◆ Excellent organizational and administrative skills, combined with eight years of work involving youth and Aboriginal recruitment and retention strategies, and developing and delivering/facilitating training programs, courses and lectures
- ◆ Has a diplomatic, empowering teaching and management style which encourages and promotes lifelong learning and personal development



Tim Haywahe

- ◆ Over 25 years in business
- ◆ Assists First Nations people discover, understand and incorporate into their lives all aspects of their culture and history
- ◆ Develops workshops dealing with hiring First Nations people for all roles in organizations



Nicole Knight, BEd

- ◆ Creative mindset, combining practiced techniques with innovative new approaches which brings a dynamic, energetic approach to projects
- ◆ A highly accomplished trainer, and coach, able to connect with people of various backgrounds, cultures and ages, to create a safe, inclusive, vibrant learning environment



Annette Ghebremichael

- ◆ Ten years with Dimension 11 as office administrator
- ◆ Excellent computer and communications skills, and creativity are a great asset when assisting clients, developing marketing and training materials and coaching clients and co-workers in enhancing computer skills

"Thank you for all the help with my career you have given me in the past seven years. ... Your advice has ranged from tips on the best way to present myself through to my clothing and dealing with difficult co-workers or supervisors. ... It is a great comfort to know that anytime I run into difficulties, you are there to give me advice. ... You always find time for me when I encounter a crisis that I need guidance to navigate skilfully."

AN
Career Consulting client