



Performance  
Management  
Consultants



*We would welcome  
the opportunity to work with you  
to make your vision a reality.*

**At PMC, we thrive on helping individuals, organizations  
and communities achieve their potential.**

We provide very practical assistance in the following areas to First Nations governments, organizations and communities across Canada:

- **Planning – Strategic and operational**
- **Economic and community development**
- **Human resource management**
- **Skills training**
- **Teambuilding and organization development**
- **Evaluation**
- **Communication services**

**Call or email us today for more information  
on all our services.**

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# Helping First Nations Build Capacity

**[www.pmcedge.com](http://www.pmcedge.com)**

*Providing practical solutions for over 25 years.*



# We can help you develop practical steps to achieve your goals

## **Planning**

Good planning is the key to realizing your short and long term goals. We can help you develop strategic plans, operational plans or plans for specific projects. We'll work with you to articulate objectives, identify priorities, concerns and opportunities and map out a path to get there.

## **Economic and Community Development**

Successful community development engages everyone in the process and builds on community achievements, existing strengths and local skills. We can help your community create a shared vision of the future, and implement locally initiated and managed project activities that are self-sustaining, consistent with local values and priorities, and supportive of environmental stewardship.

## **Human Resource Management**

We can help maximize the potential of your most valued assets – your people – and assist in aligning their activities with your organization's objectives.

We will work with you to attract, retain and develop competent and loyal employees. We can advise on best practices in all areas of HR, including job descriptions, compensation, hiring, performance management, employee motivation and retention, succession planning, communication and administration. The result will be that your valued human resources – your employees – can keep their focus on your organization's objectives.

## **Skills Training**

Do your employees need to increase their capability in program delivery, project management, teamwork, report writing, budgeting, time management or any other administrative skill?

We can help you assess the strengths as well as any gaps that exist in the skills and knowledge of your employees or managers, and develop a learning and development plan to address it. We also offer over 50 administration and business skills training courses and certificate programs. You can run one of our standard courses on-site at a location of your choice, create a customized course or program adapted to your unique environment, or offer a calendar of courses for your employees at no risk – they only run if you receive enough registration.

## **Teambuilding and Organization Development**

Is your team of employees working well together and communicating as well as they could? Is everyone paddling the canoe in the same direction? We can work with you to clarify roles and responsibilities and help team members improve communication, transfer knowledge and work together in harmony more effectively.

## **Evaluation**

Are your programs meeting the needs of your citizens, clients or stakeholders? We can assist in helping you define the needs of your clients, measure the impact of what you are currently doing, offer suggestions for improving programs and demonstrate your effectiveness to funders or clients.

## **Communication Services**

We can help you develop and write funding proposals or provide writing and editing assistance for annual reports, studies, articles and business cases.

## **About Us**

Since 1982, Performance Management Consultants has been providing affordable, results-oriented services and training to help individuals, communities and organizations build capacity, improve administrative effectiveness and realistically plan for the future.

We are proud to have provided services to many First Nations and Aboriginal organizations and communities, including:

*Constance Lake First Nation  
Cree Human Resources Development Department  
Cree Regional Authority  
Cree School Board  
Eeyou Economic Group CFDC Inc.  
Mistissini Cree First Nation  
Métis Nation of Ontario  
Mohawk Council of Akwesasne  
Mohawk Council of Kahnawá:ke  
Moose Cree First Nation  
Moose Cree Education Authority  
National Association of Friendship Centres  
National Centre for First Nations Governance  
Native Women's Association of Canada  
Nemaska Cree First Nation  
Oujé-Bougoumou Cree First Nation  
Waskaganish Cree First Nation  
Waswanipi Cree First Nation  
Washaw Sibi Cree First Nation*