



## Koval Associates Fact Sheet

**Overview:** Koval Associates LLC is a company dedicated to helping employers with the people side of their business – solving employee related challenges and improving the performance and productivity of their people. We help employers attract, train, and retain superior employees.

Koval Associates offers a wide range of programs and services – including internet-based assessment tools, management development training, team training workshops and keynote speeches – to help employers develop superior people and increased profits.

Our innovative human resource assessments and processes not only help employers increase profits, but also help them to truly become the "employer of choice" by increasing the job satisfaction, personal development, and potential of their people.

Koval Associates also offers a variety of programs which support and encourage the participation of women in non-traditional careers.

**Vision:** To teach, inspire, and assist people to experience enjoyment, fulfillment, and personal growth in their work while contributing to the success of themselves and their employers.

**History:** Koval Associates was founded by Susan Koval, whose vision is "To teach, inspire, and assist people to experience enjoyment, fulfillment, and personal growth in their work while contributing to the success of themselves and their employers."

As a strategic partner of Profiles International Inc., Koval Associates offers a suite of assessment tools that are the most accurate in the industry, and which continually undergo revalidation and research-based fine-tuning. Over 35,000 companies around the world use these assessments to get the right people in the right jobs, improve productivity and job satisfaction, improve morale, increase retention, and create measurable bottom line growth.

Koval Associates also educates and enlightens women about the opportunities and advantages of working in a non-traditional career, with inspirational and informative programs about women in these careers. Programs include: "Gallop Across the Glass Ceiling – Strategies for Guiding Your Career Into the Winner's Circle," "Breaking Through the Glass Ceiling – Becoming an Exceptional Woman Leader," "Turning the Glass Ceiling into a Kaleidoscope – Diversity Empowering the Workforce," and "The 21<sup>st</sup> Century Woman: Transforming the Workplace, Transforming the World."

**Solutions:** Our solutions help employers:

- Hire top talent through performance-based hiring including development of performance profiles and structured interviewing techniques.
- Measure the essential data needed to understand the total person and make better hiring, training, managing, and promoting decisions.
- Become the "employer of choice" by matching employees to the work that suits them best.
- Hire employees who are trustworthy, honest, drug free, and hard-working.
- Reduce employee theft and fraud with background checks that are customized to their needs.



- Hire salespeople who are top performers as well as improve the performance of the entire sales team.
- Improve customer service by selecting employees with the attributes that are critical to customer satisfaction.
- Provide team leaders with the information they need to understand their team's strengths and deficiencies and how to obtain maximum results.
- Increase the effectiveness and leadership of management through a suite of tools that provide 360 degree feedback evaluation, online skill building training, and an organizational management analysis process.
- Streamline their hiring application process with an easy to implement online system that allows them to expand their applicant pool, qualify candidates, track candidates through the entire hiring process, and automate hiring assessments.

Our programs about women in non-traditional careers:

- Educate and enlighten women about the opportunities and advantages of working in a non-traditional career.
- Encourage increased participation of women in these careers, including leadership at the highest levels.

**Target Markets:**

- Forward-thinking employers and organizations that require expert assistance with attracting, developing, evaluating, and retaining superior people.
- Special focus areas:
  - Technical and scientific service industries, including engineering, software, computers, telecommunications, laboratories
  - Technical and scientific manufacturing industries including electronics, chemicals, equipment, medical, agricultural
  - Veterinary, medical, sales, and other professionals
  - Contractors and the trades
- Colleges and universities, schools, youth groups, corporations, businesses, and organizations that desire to educate and inspire their constituencies regarding women in non-traditional careers.

**Competitive Advantage:**

Koval Associates brings you the best of both worlds – local, personalized service combined with the world-class resources of Profiles International Inc. With her background in engineering, business, and education, Susan Koval brings a unique perspective, keen insight, in-depth understanding, and clear communication style to her clients.

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