



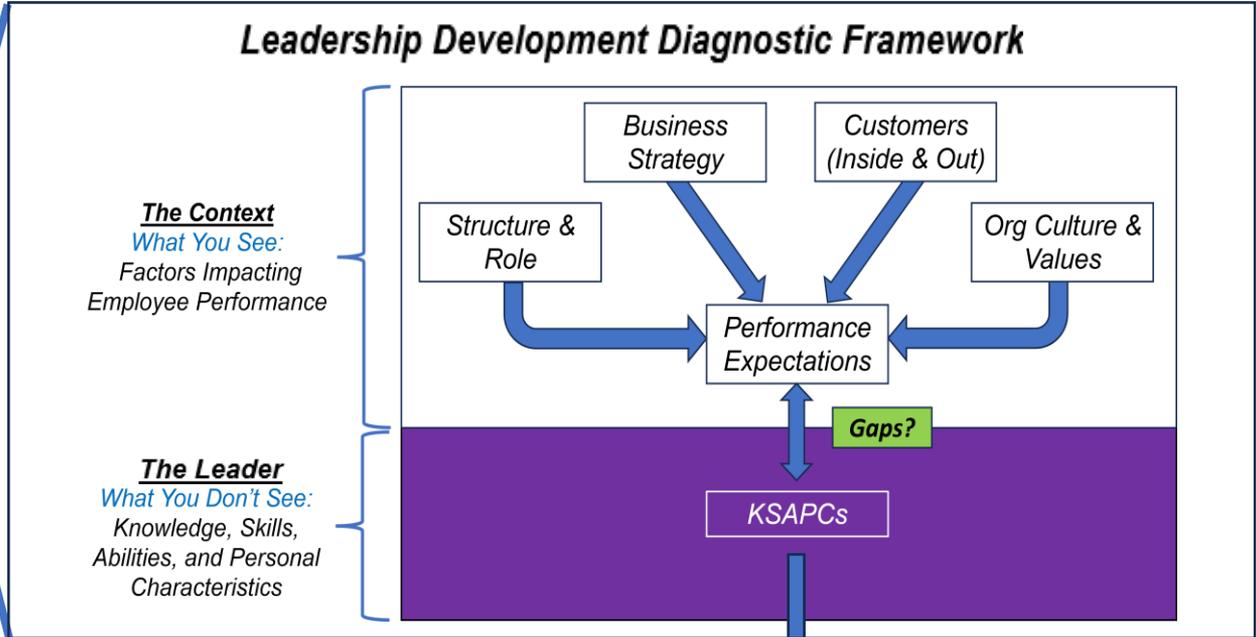
Creating a Competitive Advantage Through Leaders

TALENT ALIGNMENT

Establish Project Team

- **Project Leadership Expertise**
 - Strategy
 - Learning and OD
 - Business/Functional Representation
 - Target Layers
 - Communications/Change
- **Project Sponsorship**
 - Executive-Level Support As Needed

Needs Analysis



Identify Core Capabilities

Survey:
What Skills Will Leaders Need to Create a Competitive Advantage for the Business?

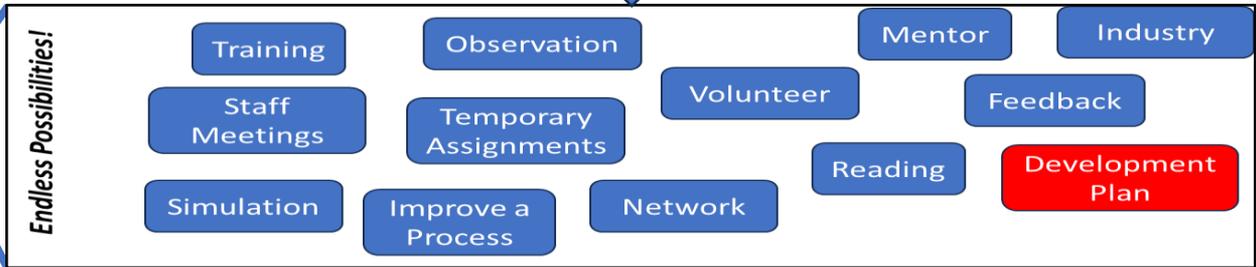
Company Values

- Customer Obsession
- Only the Best Employees
- Global Collaboration
- Frugality Wins
- Expand the Business
- Celebrate Success

Core Capabilities Identified Through Needs Analysis*							
Population	<KSAPC1>	<KSAPC2>	<KSAPC3>	<KSAPC4>	<KSAPC5>	<KSAPC6>	<KSAPC7>
Executive							
Manager							
Professional							
Supervisor							

* "Core Capabilities" are the deliverables associated with the work proposed here.
"KSAPCs" = Knowledge, Skills, Abilities, and Personal Characteristics

Integrate Core Learning Solutions



Evaluate & Improve

- Continuous Improvement Options**

 - Was it Useful?
 - Survey Participants After Experience
 - Did they Learn?
 - Assess Participants Skills
 - Are They Better Performers?
 - Observe Participants on the Job
 - Is the Organization Better?
 - Business Performance Metrics

Pre and Post Behavioral Assessment

 - Coaching and developing team members to meet both career goals and department goals
 - Engaging, motivating, and inspiring team members
 - Building strong teams that work toward common goals
 - Having a meaningful vision and direction for department
 - Recognizing company expectations and adapting to these
 - Effectively influencing and persuading others
 - Being a sought-after resource in area of expertise
 - Being confident while remaining open to new ideas