



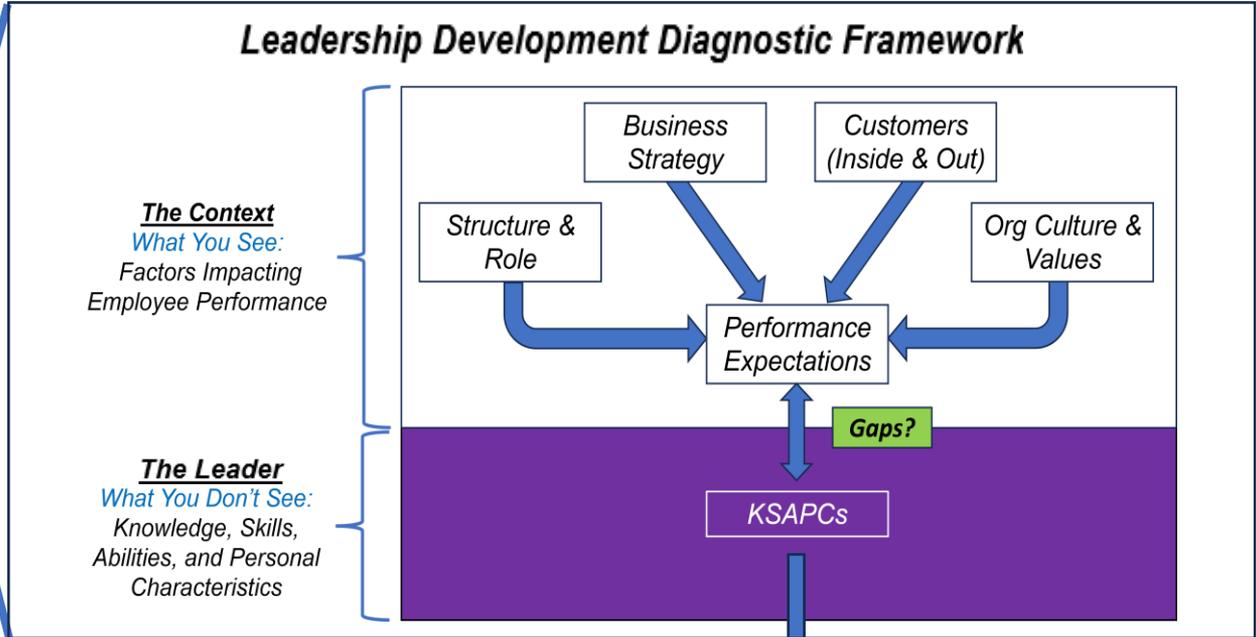
# Creating a Competitive Advantage Through Leaders

**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?

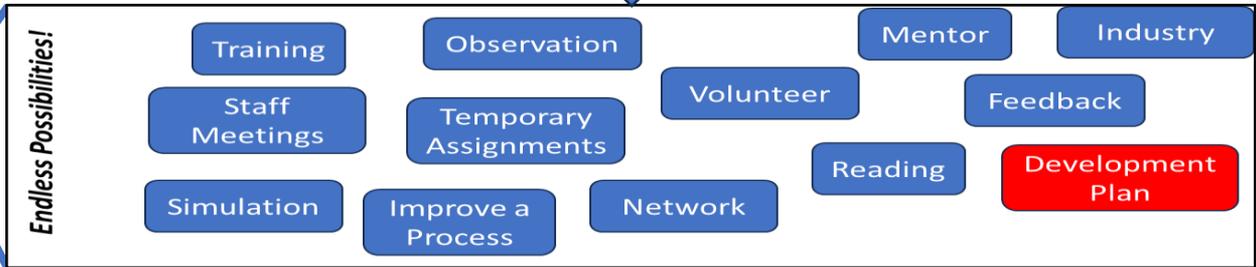
**Company Values**

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

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