
Does your organization have the tools, resources and services it needs to lead?

Align talent, activate strategy, and build a solid foundation for a sustained talent advantage

WHAT IS THE DIFFERENCE BETWEEN GOOD AND GREAT?

An effective competency strategy sets the stage for organizational success, aligns your talent with overall business objectives and creates a highly successful talent strategy. Getting your organization's competency strategy right will enable you to:

- **Align** the talent strategies with the overall business objectives
- **Identify and plan** the desired impact on leadership culture, talent processes, and HR systems
- **Explore and facilitate** change management strategies that ensure widespread adoption

TALENT ALIGNMENT, MANAGEMENT AND DEVELOPMENT

Creating a long-term human capital competitive advantage rests on the ability to address 3 fundamental leadership and talent management needs—*strategic and organizational alignment, leadership and executive development, and talent and performance management.*

RESEARCH-BASED TOOLS

In affiliation with Korn Ferry (formerly Lominger International), BettSolutions LLC works with the **LEADERSHIP ARCHITECT® Suite** of tools to integrate research-based, experience-tested and completely integrated competency based tools and services

The **LEADERSHIP ARCHITECT® Suite** of tools can serve as the foundation of leadership development for individuals, teams and organizations; providing everything from organizational development and job profiling to selection, training, individual and team development, succession planning and more.

BettSolutions, LLC works with organizations to provide best-in-class services to develop your Organization, your Teams and your Individuals. We take the diagnosis to the next level by providing real remedies to build your human capital capabilities. To ensure we are providing best-in-class services we leverage a variety of tools and processes.

The solutions we use combine research-based and experience tested assessment and developmental tools with an understanding of the competencies and experiences required for success. Through a comprehensive approach, we provide a range of solutions that help you align critical competencies with business strategy and maximize the effectiveness of your talent.

A systematic approach will address the following questions:

- What are your requirements for success?
- Do you have the right people?
- Are your people functioning at peak performance
- How do you deploy your talent?
- How do you retain your talent?

Lominger International Research

The **Leadership Architect®** is based on competency work done across many years at the Center for Creative Leadership (CCL), Hay-McBer, Sears, Exxon, AT&T, and thousands of professional studies. **Lominger International** has tested the competency library empirically since 1994.

Lominger International's History

The **Leadership Architect®** Competencies were first introduced in 1991 by **Michael M. Lombardo**, Ed.D. and **Robert W., Eichinger**, Ph.D. under the company name Lominger. The Suite quickly became an internationally recognized set of tools known to fit any organization's culture or operating style.

In 2006 **Lominger International** joined the **Korn Ferry International** family of companies. Since its founding in 1969, Korn/Ferry International has been the executive recruitment industry's leader and innovation. The company has evolved as the world's premier provider of executive talent management solutions.

Korn Ferry Institute

The **Korn Ferry Institute** commissions, originates and publishes groundbreaking research using Korn Ferry's unparalleled expertise in executive recruitment and talent development, combined with our preeminent behavioral research library.

The website provides unrestricted access to the entire Korn Ferry library of leadership literature, including whitepapers, studies, videos, podcasts, webcasts and books.

To download visit

www.kornferryinstitute.com

Kate Bett is the owner of **BettSolutions, LLC**, a human capital and leadership development consulting practice and an Associate of **Korn Ferry International, powered by Lominger**. Kate is an organizational performance and leadership development expert with over 20 years of both practical and consulting experience, as an independent consultant and formerly as a managing consultant with **Deloitte & Touche** and heading global assessment programs for **Computer Sciences Corporation**

Kate works with senior management groups to create and facilitate talent management processes aimed at selecting and developing future organizational leaders. She specializes in competency-based programs such as succession planning, executive coaching, 360^o feedback process and facilitation, competency modeling, role profiling, and standardizing HR processes and procedures.

Kate has been working with **Lominger International's Leadership Architect®** Suite of Tools for over 20 years. Additionally Kate **co-authored Lominger International's Succession Architect®** program; a process for organizations to **identify and develop high potential and high professional talent**.

Christopher Bett is a partner with **BettSolutions, LLC**, over his career Chris has had the opportunity to successfully design, develop and implement a variety of talent management initiatives for a diverse range of companies and industries both domestically and internationally. In recent years his focus has become centered on assisting organizations in successfully identifying and developing their high potential talent. Chris also has extensive experience in 360 feedback and coaching which has enabled him to share his years of experience and knowledge in assisting individuals and organizations in achieving their goals.

Chris's passion for understanding, and his broad knowledge of the drivers behind developing talent and leadership competencies can be traced to the work that he undertook at **Computer Sciences Corporation** where he collaborated with **Bob Eichinger** and **Mike Lombardo** of **Lominger International** who guided the company through the creation of its executive development program.

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