

Bringing Business Needs and Talent Together

Does your organization have the talent management tools, processes and resources to meet current and future business needs?

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

WHAT IS THE DIFFERENCE BETWEEN GOOD AND GREAT?

An effective talent management framework sets the stage for organizational success. It aligns your talent with overall business objectives and creates a highly successful organizational talent management philosophy. Getting this right for your organization enables:

- **Alignment** of talent with the overall business objectives
- **Identification and planning** of the desired impact on the leadership culture, talent processes and HR systems
- **Exploration and facilitation** of organizational change management that ensures widespread adoption

TALENT ALIGNMENT, MANAGEMENT AND DEVELOPMENT

Creating a long-term competitive talent management advantage rests on the ability to address and sustain 3 fundamental leadership and talent management needs:

1. **Business strategy** (short- and long-term) and **organizational alignment**
2. **Leadership/executive identification and development**
3. **Talent and performance management**

RESEARCH-BASED TOOLS

In association with **TalentTelligent®**, **BettSolutions LLC** works with the tool suite to integrate research-based, experience-tested and completely integrated behavioral/competency-based tools and services.

These tools can serve as the talent management foundation for individual contributors, managers/supervisors, leaders, high-potential and teams, provide supporting resources for job/role profiling and development, career pathing and development; high-potential identification and development; succession planning across levels; team profiling and development; and much more.

BettSolutions LLC provides experience based, best-in-class services to facilitate the development of your organization's talent. We take the diagnosis, development and implementation to the next level by providing proven solutions that build your organizational talent capabilities in alignment with both short- and long-term business objectives.

By leveraging a variety of tools and processes, we provide services that are a combination of research-based and experience tested behaviors, assessments, development and selection tools based on an understanding of the behaviors and experiences required for success. Our comprehensive approach provides solutions and results that help you identify and align critical behaviors with your business objectives. This enables us to help you to implement processes and tools that will maximize the effectiveness of your organization's talent.

BettSolutions LLC's systematic approach will help address the following questions:

- What are my organizational requirements for success?
- Does my organization have the right talent to meet business objectives?
- Are my employees functioning at peak performance?
- How do I effectively deploy talent in my organization?
- How do I retain talent in my organization?

TalentTelligent LLC

The **KSA Suite of Tools** is a collaborative effort between **Bob Eichinger** and **Roger Pearman**, providing a suite of tools with a language of “observables” that provide everyone across your organization with the ability to recognize, assess and develop talent.

KSA – **K**nowledge, **S**kills and **A**tttributes is a comprehensive way to address your talent system needs. **KSA** has **3 level** specific performance libraries:

- **Individual Contributors** (KSAI)
- **Managers or Supervisors** (KSAM)
- **Leaders** (KSAL)

Running across the 3 levels is a specific library for **High Potentials** (KSAP) and **Teams** (KSAT).

For more information visit [our website](#) or www.talenttelligent.com. You can also call us: **336.245.8851**.

Kate Bett is the owner of **BettSolutions, LLC**, a human capital and leadership development consulting practice and an Associate of **TalentTelligent**. Kate is an organizational, performance and leadership development expert with over 25 years of both practical and consulting experience, as an independent consultant and formerly as a managing consultant with **Deloitte & Touché** 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° feedback process and facilitation, competency modeling, role profiling, and standardizing HR processes and procedures.

Kate has been working with Korn Ferry’s (formerly **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 Managing Partner with **BettSolutions LLC**. Over his extensive career he has successfully design, develop and implement a variety of talent management initiatives for a diverse range of companies and industries both domestically and internationally.

Chris is highly experienced in delivering processes such as succession planning, high potential identification and development, 360° feedback and facilitation, behavior/competency modeling, role/job/level profiling, career pathing and the application of technology in supporting talent management solutions. Chris now specializes in working with organizations and senior management groups to create and facilitate practical talent management processes and solutions aimed at identifying, assessing, and developing future leaders across all levels of an organization.

The range of industries that Chris has worked in include high-tech, commercial insurance, healthcare (hospital systems and in-home care), biopharma, manufacturing, distribution, public sector (Federal and State), non-profit, and higher education.

For more formation contact:

Kate Bett

Email: kate@bettsolutions.com

Office: 336.245.8851

Mobile: 774.287.1025

Chris Bett

Email: chris@bettsolutions.com

Office: 336.245.8851

Mobile: 774.287.1026

www.bettsolutions.com

BettSolutionsLLC
DELIVERING TALENT MANAGEMENT SOLUTIONS