



TalentTelligent™

A Framework for Identifying, Selecting and Developing Talent

Spring - March 2020 Newsletter

As a business owner, manager, or HR/OD professional you face many employee related needs and challenges daily. From our client-based experience, and time working in the corporate world, we find there are typically 4:

1. **Hiring** the best candidate for a key position and preventing that bad hire?
2. **Retaining** the best employees but challenged as to how best to
3. **Developing** the capability of employees, managers and teams
4. **Identifying** future managers and leaders?

As you think about the above and the needs that these often present organizations, **ask yourself the following:**

- ◆ What challenges are you having selecting employees, i.e., hiring or promotion?
- ◆ What challenges are you having retaining employees?
- ◆ What skills/behaviors do you and your employees need to meet organizational business objectives, both short- and long-term?
- ◆ Are your employees performing at the desired level?
- ◆ How do you develop your employees?
- ◆ Do you focus on short term or long-term development, or a combination of both?
- ◆ What are you doing to assess and develop your employees?
- ◆ Do you know what your employees have the potential to do?

As you may already be aware, **BettSolutions LLC** is now working in partnership with **TeamTelligent LLC**. We can work with you to address these needs and much more using **TalentTelligent's** fresh new talent management tools and resources.

As a follow-up to our initial **TalentTelligent** introduction newsletter ([Winter 2019](#)) we want to provide more details on the **KSA Suite of Products™** (**K**nowledge, **S**kills & **A**tributes), specifically KSAI, KSAM, and KSAL, as a systemic approach to talent management. Using these products provides your organization with a new generation of a 3-level performance library of practices that will address the talent management issues that are affecting your business.



The **TalentTelligent KSA Suite of Products™** is designed to keep the whole person and talent system in focus. The Suite includes products and resources that look at **3 levels** of employee within an organization:

1. **Individual Contributor (KSAI)** – Those doing the hands-on work on the front line. Employees and associates who focus on specific tasks essential for the organization in order to deliver goods and services.
2. **Supervisor/Manager (KSAM)** – Those who produce results and build teams. Typically, those who manage Individual Contributors or other Managers.
3. **Executive (KSAL)** – Those who transform organizations. Typically, top-level leaders are Directors and VPs as well as the C-Suite.

ROLES AND RESPONSIBILITIES AT EACH LEVEL

Each level is broken down into 4 components: Roles, Domains, Practices and Behaviors.



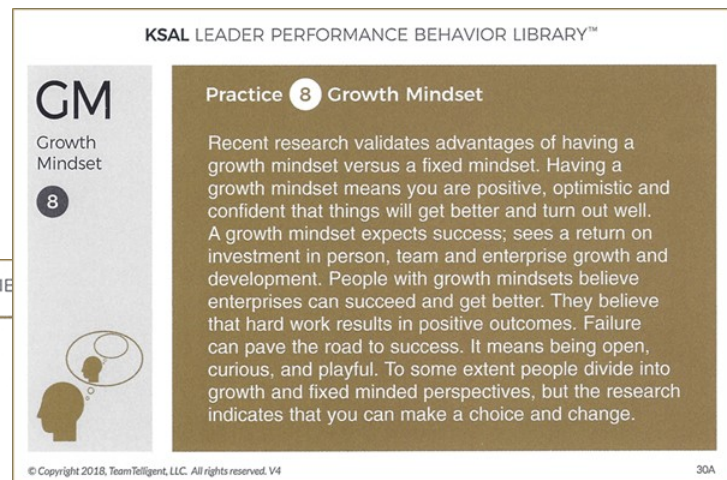
ROLES focus on the work which must be done no matter the organization type or size. These are the areas that you hire, promote and pay for and are supported by the Practices and Behaviors.

Through research literature and studies, **TalentTelligent** has identified the Roles that are essential for successful performance and for organizations to thrive at the 3 levels:

1. **Leaders** – 9 Roles, e.g., Using Resources Effectively
2. **Managers/Supervisors** – 11 Roles, e.g., Managing Talent
3. **Individual Contributors** – 10 Roles, e.g., Vision

PRACTICES are the specific Knowledge, Skills and Attributes needed to be successful in a role targeted at a specific level. These are the areas that are needed to perform well in each role.

The Practices are **organized under 4 DOMAINS**, each being unique to the 3 levels.



BEHAVIORS detail the specific actions, “**observables**”, and approaches for accomplishing the associated Practice.

KEY FEATURES

SORT CARDS - provide the KSA content in an easy to use, hands-on format to identify the roles and practices that are important for success.

DEVELOP IT YOURSELF (DIY) - provides foundational and user-friendly guidance in the development of

Roles and Practices to increase effectiveness. **DIY** includes brain-based research (neuroscience) and guidance, as well as action tips to help develop, tweak or enhance.

PLACEMATS - provides easy access to the KSA information by providing an overview of the library of Roles and Practices, Development Difficulty, Connecting Roles and Practices, and how these can be leveraged to build a career through assignments.

INTERVIEWING AND SELECTION (HELLO!) - Provides comprehensive and easy to use interview guides in support of each level with questions, probes and “things to look for” for each Role and Practice. **Hello!** comes in a comprehensive book and an easy to use “flippy” book.

360 ASSESSMENT - An assessment tool at each level is available to provide well rounded development feedback through a variety of reports.

PROVIDING PROVEN SOLUTIONS

The solutions we can help create and implement will enable you to identify and develop talent across all levels within your organization. Ultimately providing you with the ability to confidently establish a robust pipeline of future leaders.

WANT MORE INFORMATION?

Over the next several months we will continue to spotlight different aspects of the **TalentTelligent** talent management suite. However, in the interim, please contact us to learn more if:

- ◆ You are simply **curious**
- ◆ You are thinking about your **2020/2021 priorities**
- ◆ It is **time to refresh** your current talent management strategy/program

HELP GETTING THE WORD OUT

As this is a new venture for **BettSolutions LLC** and for **TalentTelligent LLC**, we greatly appreciate your referrals and helping us get the word out.



TALENTTELLIGENT™
Pearman Eichinger

TO DISCUSS FURTHER OR ADDITIONAL INFORMATION PLEASE CONTACT US AT:

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