

TALENT DEVELOPMENT

Leadership Framework

People Practice Areas

Talent Matters - Attract & Select the Very Best

Attract and select the very best talent, ensuring that your strategies and business plans are never constrained by a lack of great talent or leadership

- *Top Talent Recruiting*
- *Top Talent Assessment Capability*
- *Succession Management*
- **4 Step Approach to Talent Management**

Consistently Challenge, Develop & Engage

Consistently challenge and develop people to perform, get extraordinary results and realize their potential

- *Performance Focused Development*
- *Managerial Skill Building*
- *Competency Skill Building*
- *Leadership Skill Building*
- *Next Generation Leaders (Leading @ the Next Level)*
- **Growth & Development Plan**

Continuously Raise the Performance Bar

Have a performance & results culture in which people are challenged and differentiated for their performance & results

- *Scorecards (BSC/TSC/PSC: Measuring Performance & Results)*
- *Creating the Environment & Strategic Communications*
- *Robust Goal Alignment*
- *Breakthrough Objectives*
- *Results that Differentiate*
- *Calibration and Feedback*



**“It says here that you were created
in God’s image. Very impressive.”**

Leadership Model

Who you are...

What you do...

Results you achieve...



Leadership Model

Attributes

Character & Enduring Values

Practices and remains committed to company's set of enduring values and beliefs: Integrity, Respect, Teamwork and Diversity.

Demonstrates high integrity and develops organizations with unquestioned levels of integrity--never compromises because of the pressures of the day. Inspires and earns trust and respect from those they lead. Displays behaviors that clearly show respect for others and with all their diversity. Puts the company's needs first and practices teamwork across all boundaries

Confidence

Demonstrates self-confidence and decisiveness that is sharply distinguished from arrogance or egotism. Develops confidence in people and entire organizations that leads to responsible risk-taking and abilities to win

Thought Leadership

Consistently challenges the status quo, orthodoxies and is open to new points of view. Improves thinking and decision-making. Always looking for the next idea to deliver breakthrough results.

Practices

Vision & Strategy

Passionately creates a vision for their business, function or department.. Helps organizations see beyond what is known today and enables more accomplishments than they ever thought possible. Creates strategies that align and move the organization toward the accomplishment of the vision.

Management Skills

Demonstrates effective management skills in order to drive results through others. Effectively sets priorities, establishes individual and team expectations, facilitates productive meetings, provides candid feedback, develops people, delegates, and drives accountability

Attracting & Developing Talent

Attracts, develops engages and retains top leadership talent throughout the company. Develops the next generation of leaders better than themselves. Focuses on his/her own developmental needs. Consistently exports talent without diluting the pipeline.

Communications

Communicates clearly and with candor with all constituents. Practices active-listening and 2-way communications in order to enable alignment. Creates an environment that encourages and expects dialogue and debate

Customer Champion

Puts the customer at the center of every process and activity valued by the customer. Drives growth through, innovation, and the effective and efficient use of resources. Keeps current on customer trends and market practices.

Performance

Strategy Execution

Creates and sets a set of accountabilities and sustainable accomplishments that move the strategy from concept to action to results with urgency. Succeeds in leading significant major functional, regional and enterprise-wide initiatives.

Value Creation Through Extraordinary Results

Creates value for customers, shareholder and employees with significant business impact. Consistently guides and leads the organization to deliver breakthrough results.