

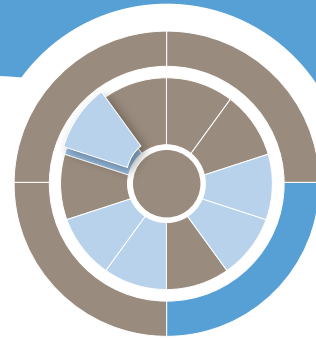
Talent-Based Solutions





SENIOR LEADER SELECTION AND DEVELOPMENT PROCESS

Senior Leader Selection



The Talent Plus® Senior Leader Selection process provides the framework to find and select a candidate with the strongest natural talents and best fit for a leadership position within your organization.

Your Road Map to Senior Leader Selection

The Talent Plus Senior Leader Selection process ensures world-class organizations the competitive advantage in the search for and selection of senior leaders. Based on the study of success, Senior Leader Selection is a scientifically validated method for assessing an individual's aptitude for leadership. Our proven process ensures that the best talent can be selected for the mutual benefit of your company and the individual selected.

Benefits

- + Identifies a candidate with the best natural talents for a senior leadership position, with the best fit for your team and organization

Outcomes

- + Decreased turnover
- + Increased accountability
- + Improved execution of strategic plans and organizational goals

Process

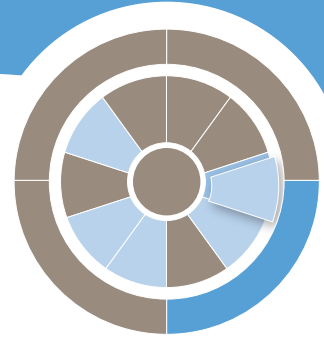
- + Partner with your organization to determine and agree upon criteria for project success
- + Conduct talent interviews of current leaders to identify individual strengths, weaknesses and potential
- + Deliver feedback from interviews regarding strengths, weaknesses and the potential of individuals and teams
- + Develop a selection strategy and process for finding a candidate
- + Implement the selection strategy through which candidates are evaluated based on talent and fit with your organization's culture
- + Assess ROI based on criteria established for project success

For more information, visit www.talentplus.com or call 1.800.VARSITY.



SENIOR LEADER SELECTION AND DEVELOPMENT PROCESS

Opening a New Location



The Talent Plus process for Opening a New Location provides your organization with a strategic talent management plan for opening a new location, ultimately creating a culture focused on strength development and superior business results.

Your Road Map to Opening a New Location

Benefits

- + Leads to development and alignment of your organization's leadership team with your company's mission and values, and intended future state
- + Provides talented individuals in every position in your organization with a potential for excellence

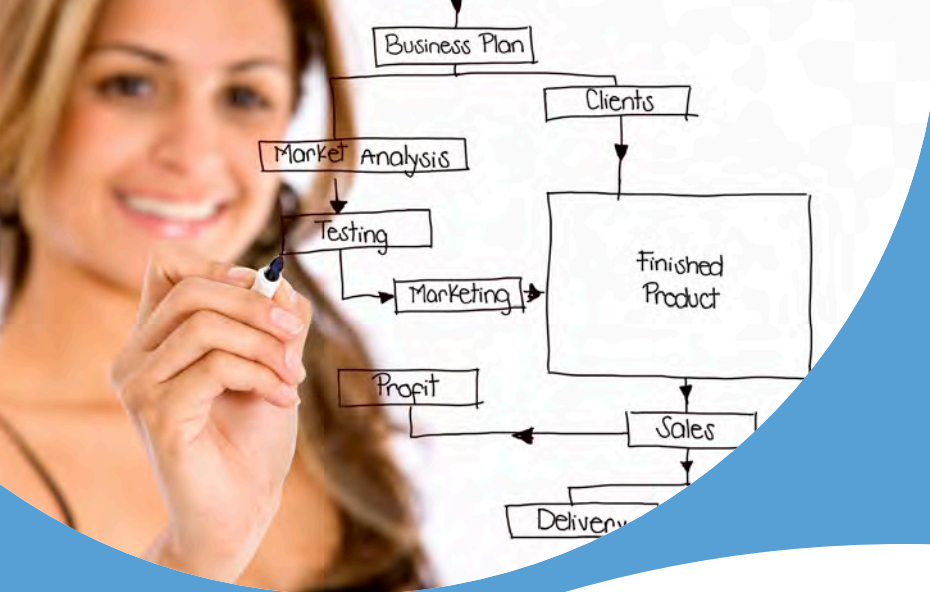
Outcomes

- + Decreased start-up time for a new location
- + Lower initial turnover
- + No need to "overstaff" as much during opening
- + Higher customer satisfaction

Process

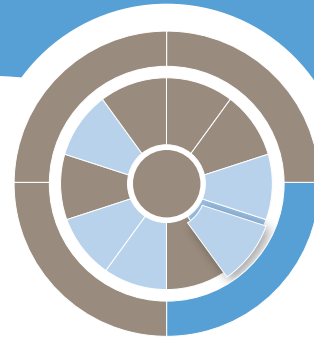
- + Partner with your organization to determine and agree upon criteria for project success
- + Conduct talent interviews of leaders to identify individual strengths, weaknesses, and potential
- + Deliver feedback from interviews and assessments regarding strengths, weaknesses and potential of individuals and teams
- + Implement leadership team development through the identification of team strengths, development action steps, organizational vision and values
- + Execute individual strength-based leadership education
- + Determine opening strategy by defining employee selection and engagement processes
- + Assess ROI based on criteria established for project success

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SENIOR LEADER SELECTION AND DEVELOPMENT PROCESS

Organizational Effectiveness



The Talent Plus® process for Organizational Effectiveness provides your organization with strategies to develop its mission, vision and values, and to create talent-based strategies for the selection, development and retention of employees.

Your Road Map to Organizational Effectiveness

- + Senior Leader Development: Conduct talent interviews to identify individual strengths, weaknesses and potential; Implement leadership team development through the identification of team strengths and develop action steps; Implement strength-based leadership education, individualized coaching and development paths
- + Selection Process: Analyze your organization's current selection process and develop a customized selection process based on discovered needs; Conduct leadership education on the new selection process; Implement the new selection process
- + Employee Engagement: Conduct CultureView® employee engagement survey built across 13 dimensions; Create a customized action plan based on employee engagement results and business needs
- + Manager/Professional Development: Conduct talent interviews to identify individual strengths, weaknesses and potential, and report results; Execute strength-based management education
- + Front Line Development: Conduct talent interviews and assessments to identify your employees' strengths, weaknesses and potential; Provide strength-based education based upon the results of talent interviews and assessments

- + Succession and Progression Planning: Conduct a workshop and create an initial plan; Finalize a succession and progression plan that is aligned with your organization

Benefits

- + Leads to development and alignment of your organization's leadership team with your company's mission, vision and values
- + Provides talented individuals in every position in your organization with potential for excellence

Outcomes

- + Increased customer satisfaction
- + Decreased turnover
- + Retention of top performers
- + Highly engaged work force

Process

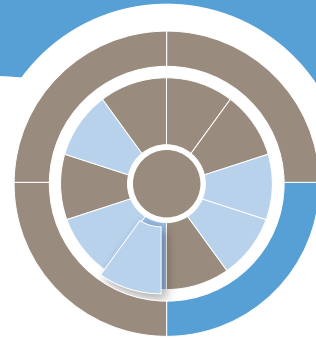
- + Partner with your organization to determine and agree upon criteria for project success
- + Assess ROI based on criteria established for project success

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SENIOR LEADER SELECTION AND
DEVELOPMENT PROCESS

Succession and Progression Planning



The Talent Plus® Succession and Progression Planning process provides a plan for identifying and developing future leaders, taking into account your organization's existing talent pool, possible gaps and opportunities, and strategic vision.

Your Road Map to Succession and Progression Planning

Through Talent Plus' Succession and Progression Planning process, you will learn how to evaluate your organization's future needs and strategize the readiness and aptitude of current employees. From there, your Talent Plus adviser will walk you through the development of a plan that can make an instrumental impact on the future success of your organization by realizing the true investment potential of current employees.

Benefits

- + Provides a future-oriented plan for promoting and developing your organization's leaders
- + Creates a clear understanding of your organization's talent pool

Outcomes

- + Lower turnover
- + Increased engagement
- + Improved leadership skills

Process

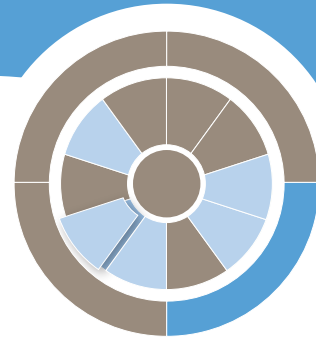
- + Partner with your organization to determine and agree upon criteria for project success
- + Conduct talent interviews to identify individual's strengths, weaknesses and potential
- + Deliver feedback from interviews regarding strengths, weaknesses and potential of individuals and teams
- + Conduct a succession and progression planning workshop and create an initial plan
- + Finalize a succession and progression plan that is aligned with your organization
- + Assess ROI based on criteria established for project success

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SENIOR LEADER SELECTION AND DEVELOPMENT PROCESS

Senior Leader Development



The Talent Plus® Senior Leader Development process provides your organization's leaders with an understanding of their strengths, talent-based management approaches and individualized development paths to achieve top performance in their current and future responsibilities.

Your Road Map to Senior Leader Development

Understanding what makes great leaders great requires consideration of the relationships in which they operate. These relationships exist at three levels: the leader's relationships with the individuals they lead, with the organization they lead and with the external environment in which the organization operates. Talent Plus' Senior Leader Development process attempts to account for the leader's relationships with each of these components, as well as the need to manage the relationships among the components.

Benefits

- + Provides an understanding of a leader's talents (by the individual, his or her superior and team), which facilitates individualized strategies for development
- + Creates improved leadership team collaboration

Outcomes

- + Increased retention of top performers
- + Pipeline of talent for succession planning
- + Improved performance metrics

Process

- + Partner with your organization to determine and agree upon criteria for project success
- + Conduct talent interviews to identify individual's strengths, weaknesses and potential
- + Deliver feedback from interviews regarding strengths, weaknesses and potential of individuals and teams
- + Implement process for team development once team strengths and action steps are identified
- + Execute individual strength-based leadership education
- + Create and implement individualized coaching and development paths for select leaders
- + Assess ROI based on criteria established for project success