



TALENT MANAGEMENT CONSULTING

We deliver innovative talent management and leadership development solutions and services. Learn why more than 30 Global 500, Fortune 500, and FTSE 100 companies in 25 countries on 4 continents have chosen to work with Albertsson Consulting.



Strategic talent management creates the pivotal framework and mechanism to attract, identify, develop, calibrate, accelerate, engage and retain talent within an organization. While competencies have long been the foundation for talent management, competencies do not define the experiences required to drive organizational success. Competencies coupled together with experiences provide a more powerful and complete foundation that will transform your talent management tools, programs and processes.

EXPERIENCES ALONE

Experiences are the unique combination of job experiences and development opportunities that are required for talent to be well prepared to deliver performance, drive organizational success and deliver on the business strategy in an organization.

Experiences provide the cornerstone and core metric for:

Development Experiences Blueprint™, a patented talent management software application that provides an innovative framework to capture, manage and integrate experiences information into the talent management and succession planning process

EXPERIENCES TRANSFORM

Coaching and mentoring by providing line managers, coaches, mentors, human resources and talent management professionals with a common and transparent language for developing talent, which strengthens the quality, impact and pragmatic value of coaching and mentoring conversations



Career pathing by creating clear development experience roadmaps which elucidate the development experiences that are required for different career paths, business divisions, and succession planning positions

Development planning by providing a common and transparent language for articulating development goals and objectives, which are aligned with the experience building blocks of development opportunities

High potential development programs by ensuring that high potential talent get the right experience, at the right time, to maximize their development, and accelerate their viability for specific succession plans

Talent review meetings by using a common and transparent language to ensure that high potentials are getting the right development opportunities, which will strengthen the talent pool and the succession pipeline

Succession planning by ensuring that candidates have the right experiences to be viable and credible candidates on specific succession plans. That is, best fit succession candidates have required experiences, developmental stretch candidates have most of those required experiences (providing an opportunity for development), and pipeline candidates have a clear development plan to acquire those required experiences (and eventually become developmental stretch or perhaps, best fit candidates)

Succession management by identifying candidate experience gaps against specific succession plans, implementing development plans to eliminate those experience gaps, and thereby, strengthen succession candidates which leads to more robust succession plans

Experiences are no longer the missing link in talent management and succession planning.



Competencies are basically incomplete without Experiences.

COMPETENCIES ALONE

Competencies are the unique combination of knowledge, skills, capabilities, and behavioral characteristics that are required for talent to deliver performance, drive organizational success and deliver on the business strategy in an organization.

Competencies provide the cornerstone and core metric for:

360 degree feedback surveys which provide an insightful, but more subjective summary of competency strengths, development needs, and weaknesses (as viewed by line manager, peers, direct reports, and self) for development purposes

Assessment centers which provide a powerful and more objective summary of competency strengths, development needs, and weaknesses (as observed and evaluated by management assessors) for assessment and development purposes

COMPETENCIES PROVIDE USEFUL INFORMATION FOR

Coaching and mentoring which plays an important role in supporting and guiding the development of talent

Development planning which summarizes strengths, development needs and weaknesses, short and long term goals, and provides the framework to create a prioritized action plan to achieve development goals

Beyond that, competencies contribute some useful, but largely incomplete information that can be integrated into high potential development programs, talent reviews, succession planning, and succession management.



EXPERIENCES AND COMPETENCIES

Transform your talent management and succession planning with experiences and competencies. More powerful together than either experiences or competencies alone.

Competencies provide the core metric for 360 degree feedback, which provides insightful developmental feedback, and assessment centers, which provide powerful information that drives a more objective identification of high potential talent.

Experiences provide the core metric for the groundbreaking Development Experiences Blueprint™ software, which integrates experiences and transforms coaching and mentoring, career pathing, development planning, high potential development programs, talent reviews, succession planning, and strategic succession management.

Experiences are no longer the missing link in talent management and succession planning.



ALBERTSSON CONSULTING



leadership[®]
development

An international talent management and leadership development consulting company that delivers innovative solutions, services and patented SaaS software.

Since 1999, we have worked with more than 30 Global 500, Fortune 500, and FTSE 100 companies in 25 countries on 4 continents.

Albertsson Consulting is an international talent management and leadership development consulting company established by Candy Albertsson, PhD in 1999, following a ten year career with BP where she held the senior talent management position globally with responsibilities for succession, talent reviews, high potential development, assessment to identify talent, and talent management strategy.

Albertsson Consulting deliver best practice solutions, services and patented cloud-based software for a variety of leadership development and talent management challenges. We will work in partnership with your organization to:

- Build an integrated talent management strategy
- Identify the right competencies
- Identify the right experiences
- Identify high potential talent
- Build career paths for your talent
- Streamline development planning
- Strengthen coaching and mentoring conversations
- Build a high potential development program
- Develop high potential talent
- Accelerate the highest potential talent
- Build an integrated talent review process
- Strengthen talent pools and talent pipelines
- Identify best fit, developmental stretch, and pipeline succession candidates
- Strengthen deployment decisions
- Build more robust succession plans with strategic succession management
- Generate strategic talent intelligence

Our Global 500, Fortune 500, and FTSE 100 clients are represented in 14 industries, including:

- aerospace and defense
- banking
- electronics and electrical equipment
- energy
- financial services
- food production
- gas and electric
- industrial and farm equipment
- insurance
- oil services
- petroleum refining
- scientific, photographic and control equipment
- semiconductors and other electrical components
- and telecommunications.

Beyond corporate clients, we have worked with a variety of international management colleges, university affiliated executive education programs, management institutes, conference and event management companies, and other organizations.

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