# DEVELOPMENT EXPERIENCES BLUEPRINT™ TALENT MANAGEMENT SOFTWARE





TALENT REVIEWS
HIGH POTENTIAL DEVELOPMENT
COACHING AND MENTORING

SUCCESSION PLANNING
CAREER PATHING
DEVELOPMENT PLANNING

# GROUNDBREAKING TALENT MANAGEMENT SOFTWARE THAT ENCAPSULATES EXPERIENCE, THE MISSING LINK IN TALENT MANAGEMENT

Transform your talent management process with our innovative and patented SaaS software that integrates experiences into coaching and mentoring, career pathing, development planning, high potential development programs, talent reviews, succession planning, and strategic succession management.

## DEVELOPMENT EXPERIENCES BLUEPRINT™ — ENHANCING THE ART AND SCIENCE OF TALENT MANAGEMENT

Development Experiences

Blueprint™ has many

innovative and exciting

features for those

developing talent and for

those developing their

own talent



#### TALENT REVIEW COMMITTEES

- Identify succession candidates
- Accelerate talent development
- Transform talent reviews
- · Generate talent intelligence



#### TALENT MANAGERS

- · Identify best fit job candidates
- Detect experience gaps
- Develop pipeline candidates
- Build bench strength

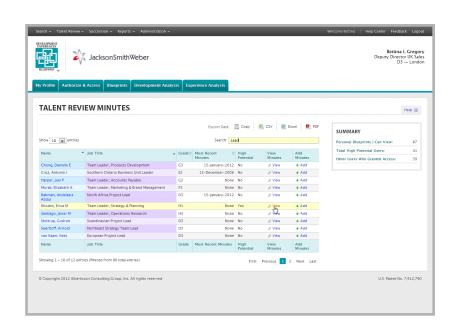


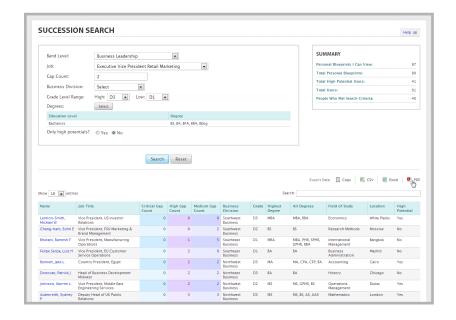
#### **EMPLOYEES**

- Generate personal career paths
- Create development plan
- Prioritize development gaps
- · Build experience profile

#### **TALENT REVIEWS**

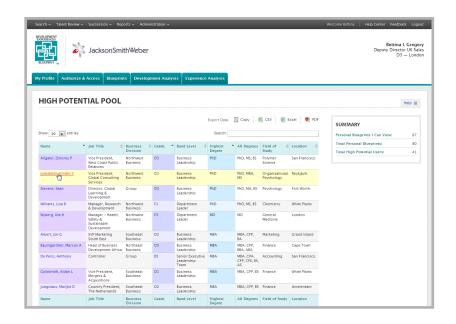
Transform talent review meetings with powerful real-time information at your fingertips. Strengthen talent development discussions with the transparent language of experiences. Make development and succession decisions with confidence.





#### **SUCCESSION PLANNING**

Generate more robust succession plans by identifying best fit candidates who actually possess the right experiences to succeed. Identify pipeline candidates, with experience gaps, who can be developed into best fit candidates over time, with the right experiences.

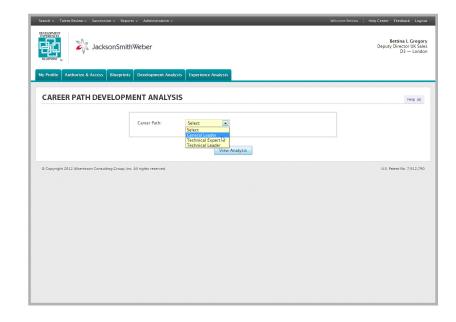


# HIGH POTENTIAL DEVELOPMENT

Accelerate high potential development with a clear prioritized development roadmap based on experiences. Ensure high potentials get the right experience at the right time. Maximize individual potential while strengthening your overall talent pool and emerging talent pipeline.

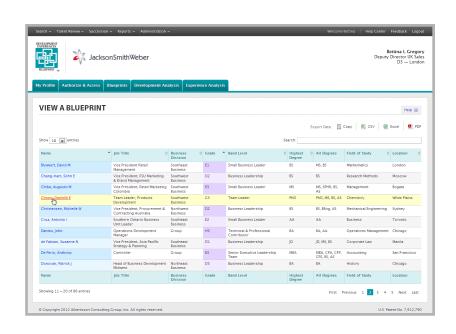
#### **CAREER PATHING**

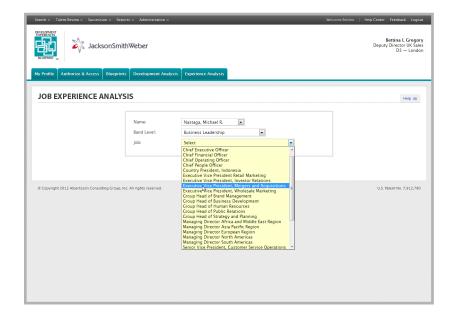
Enhance career development transparency by providing development experience roadmaps for different aspirations. Generate gap analyses against career paths, jobs and business divisions to identify highest priority development needs in the straightforward language of experiences.



## COACHING AND MENTORING

Transform mentoring and coaching conversations. Navigate development conversations with greater clarity on experience gaps against career aspirations. Align development planning with experiences required to strengthen performance in current role and prepare for next step opportunities.





# DEVELOPMENT PLANNING

Empower employees to take ownership of their career development. Identify highest priority development needs by generating gap analyses against various career paths, jobs or business divisions. Create development plans delineating prioritized experience gaps and actions to eliminate those gaps over time.

#### WHY EXPERIENCES

Experiences provide a common and transparent language that transforms talent management and succession planning processes.

Experiences have a powerful role in developing talent and ensuring robust succession. Yet experiences have been largely absent in the talent management and succession planning process. We submit that experiences have been neglected because there has been no framework, mechanism or tool to effectively capture and integrate experiences information into the talent management and succession planning process. This has been an issue from the early stages of talent development through to succession planning for the Board.

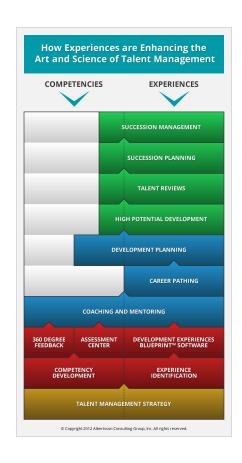
The struggle to integrate experiences is over. The groundbreaking Development Experiences Blueprint™ talent management software application utilizes an innovative and patented framework to capture, manage and integrate experiences information into the talent management and succession planning process. This SaaS application will strengthen and complement your existing tools, programs and processes.

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 TRANSFORM**

#### **Coaching and Mentoring**

Experiences provide 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.



Experiences have a powerful role in developing talent and ensuring robust succession.

#### **Career Pathing**

Experiences provide the cornerstone for building development experience roadmaps, which elucidate the development experiences that are required for different career paths, business divisions, and succession planning positions.

#### **Development Planning**

Development goals and objectives are written in the common and transparent language of experiences, which are aligned with the experience building blocks of development opportunities.

#### **High Potential Development Programs**

High potentials get the right experience, at the right time, to maximize their development, and accelerate their viability for specific succession plans.

#### **Talent Review Meetings**

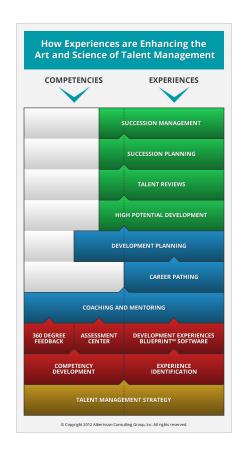
Experiences provide a straightforward framework to ensure that high potentials are getting the right development opportunities, which will strengthen the talent pool and the succession pipeline.

#### **Succession Planning**

Experiences provide a structured mechanism to confirm 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**

Succession planning is strengthened 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.



The innovative and patented Development Experiences Blueprint™ software application provides a unique and powerful contribution whether an organization has integrated talent management or more basic human resources.

# DEVELOPMENT EXPERIENCES BLUEPRINT® CONSULTING SERVICES

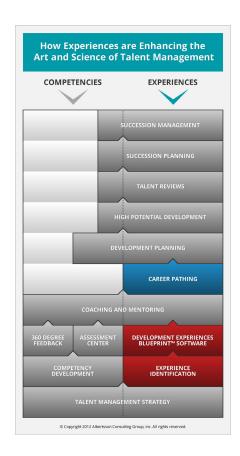
Experiences are the core metric of the innovative and patented Development Experiences Blueprint™ software application.

We identify and define the experiences required to drive organizational success and deliver the business strategy in your organization, both today and looking ahead to tomorrow.

We can transform your talent management and succession planning process with the innovative and patented Development Experiences Blueprint™ software application. This SaaS application captures, manages and integrates powerful experiences information into the talent management and succession planning process.

Development Experiences Blueprint® Consulting Services will work in partnership with your organization to identify and define the experiences that drive success within your organization, both today and tomorrow. Our proprietary methodology includes research, in-depth interviews, other data collection techniques and methods, analyses, review, and refinement. Once experiences have been finalized, we will embed these experiences into a Development Experiences Blueprint™ software application and generate Career Path Blueprints, Business Division Blueprints, and Job Blueprints based on your organization. We work in partnership from planning to application launch.

Our Development Experiences Blueprint® Consulting Services Team includes talent management consultants, industrial-organizational psychologists, organization development professionals, and business consultants with Global 10 senior executive experience, and executive and non-executive Board experience.



# ALBERTSSON CONSULTING

leadership ®

development

#### ABOUT ALBERTSSON CONSULTING

Albertsson Consulting is an international talent management and leadership development consulting company that delivers innovative solutions, services, and patented SaaS software.

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

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