

DEVELOPMENT EXPERIENCES BLUEPRINT™

# TALENT MANAGEMENT SOFTWARE



TALENT REVIEWS

HIGH POTENTIAL DEVELOPMENT

COACHING AND MENTORING

SUCCESSION PLANNING

CAREER PATHING

DEVELOPMENT PLANNING

# TALENT MANAGEMENT SOFTWARE

## 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 MANAGEMENT SOFTWARE

## 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.

**TALENT REVIEW MINUTES**

Export Data: Copy CSV Excel PDF

Show 10 entries

Name	Job Title	Grade	Most Recent Minutes	High Potential	View Minutes	Add Minutes
Chong, Danielle E	Team Leader, Products Development	G3	15-January-2012	No	<a href="#">View</a>	<a href="#">Add</a>
Cruz, Antonio I	Southern Ontario Business Unit Leader	E2	15-December-2008	No	<a href="#">View</a>	<a href="#">Add</a>
Harper, Joel P	Team Leader, Accounts Payable	G2	None	No	<a href="#">View</a>	<a href="#">Add</a>
Murak, Elizabeth A	Team Leader, Marketing & Brand Management	F3	None	No	<a href="#">View</a>	<a href="#">Add</a>
Rahman, Abdelaziz Abdul	North Africa Project Lead	D3	15-January-2012	No	<a href="#">View</a>	<a href="#">Add</a>
Rhodes, Erica M	Team Leader, Strategy & Planning	H1	None	Yes	<a href="#">View</a>	<a href="#">Add</a>
Santiago, Javier M	Team Leader, Operations Research	H3	None	No	<a href="#">View</a>	<a href="#">Add</a>
Stottrop, Cudrun	Scandinavian Project Lead	D3	None	No	<a href="#">View</a>	<a href="#">Add</a>
Swerstoff, Arnold	Northeast Strategy Team Lead	D3	None	No	<a href="#">View</a>	<a href="#">Add</a>
van Kaam, Kees	European Project Lead	D3	None	No	<a href="#">View</a>	<a href="#">Add</a>

Showing 1 – 10 of 12 entries (filtered from 80 total entries)

First Previous 2 Next Last

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**SUCCESSION SEARCH**

Band Level: Business Leadership

Job: Executive Vice President Retail Marketing

Gap Count: 2

Business Division: Select

Grade Level Range: High: D3 Low: D1

Degrees: Select

Education Level: Bachelors Degree BS, BA, BFA, BBA, BEng

Only high potentials? ☐ Yes ☒ No

Search Reset

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Show 10 entries

Name	Job Title	Critical Gap Count	High Gap Count	Medium Gap Count	Business Division	Grade	Highest Degree	All Degrees	Field of Study	Location	High Potential
Lennon-Smith, Michael V	Vice President, US Investor Relations	0	0	0	Southwest Business	D3	MBA	MBA, BBA	Economics	White Plains	Yes
Chang-ham, Sohn E	Vice President, FSU Marketing & Brand Management	0	0	2	Southwest Business	D2	BS	BS	Research Methods	Moscow	No
Bhutani, Ramesh F	Vice President, Manufacturing Operations	0	1	5	Southeast Business	D1	MBA	MBA, PHR, SPHR, GPHR, BBA	International Management	Bangkok	No
Felipe Serpa, Luiz H	Vice President, EU Customer Service Operations	0	2	0	Southwest Business	D1	BA	BA	Business Administration	Madrid	No
Bennett, Jake L	Country President, Egypt	0	2	2	Northwest Business	D3	MA	MA, CPA, CFP, BA	Accounting	Cairo	Yes
Donovan, Patrick J	Head of Business Development Midwest	0	2	2	Northwest Business	D3	BA	BA	History	Chicago	No
Johnson, Warren L	Vice President, Middle East Engineering Services	0	2	2	Northwest Business	D2	MS	MS, GPHR, BS	Operations Management	Dubai	Yes
Autenreith, Sydney P	Deputy Head of UK Public Relations	0	3	3	Northwest Business	D3	MS	MS, BS, AS, AAS	Mathematics	London	Yes

## 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.

## TALENT MANAGEMENT SOFTWARE

**HIGH POTENTIAL POOL**

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Show 10 entries

Name	Job Title	Business Division	Grade	Band Level	Highest Degree	All Degrees	Field of Study	Location
Allgaier, Dolores P	Vice President, West Coast Public Relations	Northwest Business	D3	Business Leadership	PhD	PhD, MS, BS	Polymer Science	San Francisco
Jones, Kristin Y	Vice President, Global Consulting Services	Northwest Business	D1	Business Leadership	PhD	PhD, MBA, MS	Organizational Psychology	Reykjavik
Stevens, Sean	Director, Global Learning & Development	Group	D3	Business Leadership	PhD	PhD, MA, BS	Psychology	Fort Worth
Williams, Lisa B	Manager, Research & Development	Northwest Business	F1	Department Leader	PhD	PhD, MS, BS	Chemistry	White Plains
Nyberg, Ute H	Manager - Health, Safety & Sustainable Development	Northwest Business	F3	Department Leader	MD	MD	General Medicine	London
Albert, Jon C	SVP Marketing South East	Southeast Business	D2	Business Leadership	MBA	MBA, CFP, BA	Marketing	Grand Island
Baumgardner, Marcus A	Head of Business Development Africa	Northwest Business	D3	Business Leadership	MBA	MBA, CFP, BBA, ABA	Finance	Cape Town
De Perio, Anthony	Controller	Group	B3	Senior Executive Leadership Team	MBA	MBA, CPA, CFP, CFE, BS, AS	Accounting	San Francisco
Goldsmith, Aidan L	Vice President, Mergers & Acquisitions	Southeast Business	D1	Business Leadership	MBA	MBA, CFP, BS	Finance	White Plains
Jungclauss, Marijke D	Country President, The Netherlands	Southeast Business	D2	Business Leadership	MBA	MBA, CFP, BS	Finance	Amsterdam

**SUMMARY**

Personal Blueprints I Can View: 87  
Total Personal Blueprints: 80  
Total High Potential Users: 41

## 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.

**CAREER PATH DEVELOPMENT ANALYSIS**

Career Path: Select  
Select  
General Leader  
Technical Expert  
Technical Leader

[View Analysis](#)

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## TALENT MANAGEMENT SOFTWARE

## 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.

Name	Job Title	Business Division	Grade	Band Level	Highest Degree	All Degrees	Field of Study	Location
Bywert, David M	Vice President Retail Management	Southeast Business	E1	Small Business Leader	BS	MS, BS	Mathematics	London
Chang-han, Sohn E	Vice President, FSU Marketing & Brand Management	Southwest Business	D2	Business Leadership	BS	BS	Research Methods	Moscow
Chiba, Augusto M	Vice President, Retail Marketing	Southwest Business	E3	Small Business Leader	MS	MS, MPH, BS, AS	Management	Bogota
Chong, Danielle E	Team Leader, Products Development	Southwest Business	C3	Team Leader	PHD	PHD, MS, BS, AS	Chemistry	White Plains
Christensen, Michelle W	Vice President, Procurement & Contracting Australia	Northwest Business	D2	Business Leadership	BS	BS, Edg, AS	Mechanical Engineering	Sydney
Cruz, Antonio I	Southern Ontario Business Unit Leader	Southeast Business	E2	Small Business Leader	AA	AA	Business	Toronto
Daniek, John	Operations Development Manager	Group	H3	Technical & Professional Contributor	BA	BA, AA	Operations Management	Chicago
de Fabiani, Suzanne N	Vice President, Asia Pacific Strategy & Planning	Southeast Business	D1	Business Leadership	JD	JD, MS, BS	Corporate Law	Manila
De Perio, Anthony	Controller	Group	B3	Senior Executive Leadership Team	MBA	MBA, CPA, CFP, CFE, BS, AS	Accounting	San Francisco
Donovan, Patrick J	Head of Business Development Midwest	Northwest Business	D3	Business Leadership	BA	BA	History	Chicago

Name: Nastaga, Michael R.

Band Level: Business Leadership

Job: Select

- Chief Executive Officer
- Chief Financial Officer
- Chief Operating Officer
- Chief People Officer
- Country President, Indonesia
- Executive Vice President Retail Marketing
- Executive Vice President, Investor Relations
- Executive Vice President, Wholesale Marketing
- Group Head of Brand Management
- Group Head of Business Development
- Group Head of Human Resources
- Group Head of Public Relations
- Group Head of Strategy and Planning
- Managing Director Africa and Middle East Region
- Managing Director Asia Pacific Region
- Managing Director European Region
- Managing Director North Americas
- Managing Director South Americas
- Senior Vice President, Customer Service Operations

## 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.

# TALENT MANAGEMENT SOFTWARE

## 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.*

# TALENT MANAGEMENT SOFTWARE

## 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.*



# TALENT MANAGEMENT SOFTWARE

## 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<sup>®</sup>  
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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To schedule a demonstration visit:

[www.albertssonconsulting.com/software/](http://www.albertssonconsulting.com/software/)