



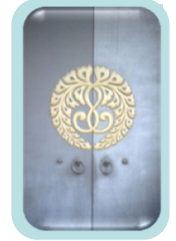
jeitosa — [zhay-taw-za] (Brazilian Portuguese) adj. agile, skillful, adroit, clever, innovative, solution-oriented



Russia



United States



Japan

Effective Talent Management processes taking your organization to the next level

Performance Management: develop ways to determine what is needed from positions, assess how employees are doing in those roles, and enhance employee performance.

Leadership Development: determine the criteria and processes you need to identify future leaders; create and offer learning opportunities to develop leaders.

Succession Management: create criteria for future leadership, develop processes that plan for strategic succession (not replacements) and embrace the process throughout the organization.

Executive Coaching: assess the developmental needs and blocks of individuals and work collaboratively to achieve full potential and high performance.

Our Talent Philosophy

“Without a solid appreciation of how talent ensures the execution of organizational strategy... and processes to manage talent globally... it is impossible to be successful today.”

Lynne Morton
Senior Global Advisor
Jeitosa Group International

Talent Leadership Coaching Services

- Develop strategies, systems and processes that optimize your talent investment
- Align global talent strategy with overall business objectives
- Build leadership capability and capacity

INTEGRATING DIVERSITY INTO A COHESIVE TALENT STRATEGY

Talent management means having the “right person” in the “right job” at the “right time.” It requires a clear alignment of the workforce with the business strategy, making sure that the organization has what it needs from the standpoint of capability to achieve its goals. It calls for processes to identify talent, develop talent, and move that talent into the best position for that individual and for the organization.

Creating a cohesive Talent Leadership Coaching (TLC) strategy requires strategic thinking, process development, cultural integration, and coordinated implementation. Technology can help integrate the various components, acting as an impetus for change, creating a seamless process, and building bridges across traditionally siloed functions.

Talent management has captured the attention of senior leadership across industries and geographies because it has a proven impact on bottom line results. Our ability to provide strategic counsel, coupled with practical implementation and technology expertise, makes us uniquely suited to help organizations create a talent management framework that will work well for them and that is sustainable.

Jeitosa’s Talent Management Methodology

Effective talent management requires recognizing, understanding, appreciating, measuring and integrating the many disparate components into a coherent and comprehensive program that is aligned with overall business goals and cultural imperatives.



Our People

Knowledgeable, Collaborative, Committed

...transnational network of over 50 consultants across more than 20 countries, averaging 15 years of experience in human resources, financials, and information technology solutions, including:

LYNNE MORTON
Senior Global Advisor



.... an organizational change or effectiveness consultant and executive coach with over 20 years experience. Lynne is known for creatively addressing issues of leadership identification and development, performance or succession management, talent management, and communications. She was the recipient of the HR Leadership Award 2009

MIKE KENT
Senior Global Advisor



...a senior executive with extensive global experience in the high tech, service and manufacturing industries, Mike leads teams in transformations, process improvement, project management, outsourcing, and M&A integration. Mike holds an MBA from Columbia University and a BA from Yale. He is fluent in French, German and Portuguese.

FREDDYE SILVERMAN
Vice President, US Eastern Region / Strategic Advisor



...former Vice President at Cendant Corporation with responsibility for strategic planning and oversight of all global HR systems; designed and oversaw the development of a large multi-purpose HR Service Center; managed the implementation of several large scale HCMs; created effective business cases; led multiple successful business process reengineering efforts and change management programs.

KAREN BEAMAN
CEO / Founder / Global Advisor



...widely recognized as a global HR industry guru and business leader, Karen has built and led many global teams for Fortune 500 companies. She is Editor-in-Chief of the IHRIM Journal and has published four books. In 2002, she was honored with IHRIM's Summit Award for her lifetime achievements in the field of HR systems. She is fluent in English, German, French, and Portuguese.

Our Experience – Your Advantage

Many of the world's greatest companies have turned to Jeitosa Group International to help with their talent management needs. Committed to excellence and total satisfaction, we help our clients expand their own capabilities, guaranteeing the results of all we do. Here are a few examples of our projects:

Project Profile: International Manufacturer – Talent Strategy for Leadership Development

Worked with the talent management team and line/HR business partners to create a strategy and structure to build leadership capacity. We defined "potential," created an enriched process for calibrating performance with potential, enhanced performance management and talent review processes, established new definitions of the leadership categories and reframed a learning architecture to develop leaders, including tools and coaching for HR business partners and line executives.

Project Profile: International Media Company – Performance Alignment Initiative

Worked with HR and line managers to create strategic alignment of performance measures with leadership behaviors. They then developed and delivered workshops on leadership competencies and emotional intelligence to align behaviors with the performance management process. They also coached key executives on monitoring performance and giving feedback.

Project Profile: Large Healthcare Company – Training Function Restructure

Helped consolidate, restructure, and re-focus all employee training efforts. This was done in three months with measureable cost and quality improvements, primarily by introducing and coaching multiple, self-directed work teams.

WHY WE'RE DIFFERENT

- Experts: Research-based knowledge, best practice sharing, and real-world experience*
- Agile: Innovative and flexible solutions to address modern, complex business problems*
- Global: Transnational approach, meeting local needs, bringing global results*
- Mentors: Knowledge transfer to make you stronger and better than when you started*

OUR COMMITMENT

...strengthening your capabilities, leaving you more aligned, more aware, more effective

Jeitosa's Strategic Global Enterprise Model (GEM) Issue-Focused, Strategically-Aligned, Goal-Oriented



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CONTACT US

Corporate:
+1.800.673.8591 (for the US & Canada)
+1.415.874.8566 (outside the US & Canada)
contact@jeitosa.com

North America:
Steve Parker, Managing Director
steve.parker@jeitosa.com

Latin America:
Luiz de Oliveira, Managing Director
luiz.deoliveira@jeitosa.com

Europe, Middle East, Africa:
Christian Adlung, Managing Director
christian.adlung@jeitosa.com

Asia Pacific:
John Macy, Managing Director
john.macy@jeitosa.com