

ScoutCentric®
organizations
talk talent
when they
talk strategy.



What We Do

Strategy-capabilities consulting services.

Focus

We provide software-enabled strategy-capabilities consulting services for leaders looking for smarter ways to deliver on their game plan. Unlike other firms, we leverage key factors derived from researching the player development systems of high performance sports teams - a powerful integrating mechanism that distills the essence of your company's philosophy and strategy into a clear strategy capabilities process. The benefit: Fewer missed opportunities.

Approach

We apply the best scouting principles used in sports. By integrating professional scouting factors into strategy formulation, leaders achieve breakthrough effectiveness. After years of frustration working with traditional and overly complex talent management approaches, we sought out a best-practices model; it was found in sports. Our research shows that top professional, collegiate, and Olympic sports organizations become winners through smart talent discovery and development approaches. Sports teams compete successfully purely through superior talent scouting. These same compelling approaches are translatable to the business world. Following the CHAMPS framework, you become a ScoutCentric™ organization, talking-talent to make smarter picks!

Tools

Strategy Capabilities Risk Index™- A tool to measure how well your talent discovery process measures up with your strategy.

Clients

American Airlines, Motorola, Nike, Wells Fargo Insurance Services, Applied Materials, GN Great Nordic, DST Output, Cooper Labs & others.

Results

We turbocharge our clients' strategy capabilities process, enabling them to deliver on their strategic objectives. Users have reduced costs, improved sales, broken down silos, built customer focus, merged disparate functions, created a more level playing field for all, etc.

Guiding Principles

CHAMPS Framework.

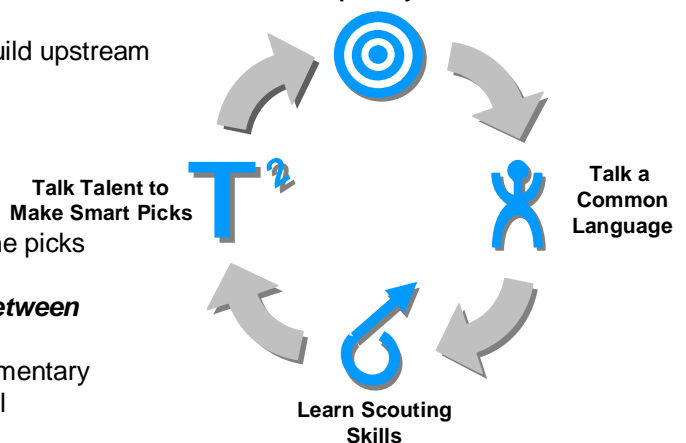
Four step approach to effectively build upstream talent discovery capability to:

- Create a formula for winning
- Develop leaders as scouts
- Assess future leaders
- Surface and debate potential
- Track and predict smartness of the picks

We address and close the gap between strategy and execution.

Our partners provide deep, complementary skills in business and organizational development. Our research-based methodology synthesizes years of development into a proven set of steps to take your organization to a new level. A simple but elegant approach to talent management.

Strategy-Talent
Gap Analysis



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It caused us to rethink our view of talent, and of how that talent is reviewed, measured and assessed. It forced us to try and find language that would be better understood and used to describe the attributes and capabilities that were being measured and viewed, especially from behavioral and motivational perspectives.
Bill Westwood, Leadership Development Director, Motorola