

# Bellwether Talent-Ready Institute

*Building thriving education organizations that produce sustained impact for kids*



## Talent matters- a lot...

Education organizations need a larger, more **diverse** pipeline of **leaders** with the **professional skills, grit, and cultural competence** to reach their goals. **But great talent is not enough.**



## Are you talent-ready?

To reach audacious goals, leaders must be part of a **talent-ready organization** ...**innovative, effectively managed** organizations that enable **diverse teams to thrive** and generate **sustainable results for students.**



## Let's get there together!

The Institute provides talent leaders with a **guided learning community** and **tailored follow-up** through a dedicated consulting team to develop your organization's talent readiness.

### The Talent-Ready Experience

With a cohort of 4-6 organizations to share ideas, your team will:

- ☑ **Assess** your organization's strengths and gaps with the Bellwether Talent-Ready diagnostic survey
- ☑ **Develop an actionable plan** to become a "talent-ready" organization
- ☑ **Engage in 5 in-person working sessions** moving through the talent lifecycle to bring cutting-edge practices, tools, and resources back to your organization
- ☑ **Participate** in a professional community of senior talent executives
- ☑ **Partner with a Bellwether Talent Advising consulting team** for 5 months to engage in tailored strategic planning and system design for your organization's biggest talent need (Optional)
- ☑ **Engage in 3 months of 1:1 follow-up coaching** upon completion of the cohort series to implement your most critical talent need (Optional)

## About Bellwether's Talent Services

*Bellwether Talent Services works on both sides of the talent equation: we help find and develop exceptional talent, and we help organizations become "talent-ready." We ensure that organizations have the strategy, systems, culture, and capacity to cultivate diverse teams of leaders who can transform the lives of students. We bring decades of experience to the work as leaders from top education nonprofits, executive recruiting, human capital, and strategic consulting firms. Above all, we are mission-driven. We share a deep commitment to maximizing the effectiveness of education organizations so that they can create dramatic, sustainable impact for students.*

# Bellwether Talent-Ready Institute

*The details and how to apply*



## FAQs

### Who will be in my cohort?

- 4-6 education organizations
- Each organization should commit to having the **senior talent decision maker at each meeting & bring a team** of key colleagues to a subset of meetings (e.g. CEO, COO, talent team members)

### What is the time investment?

- 5 collaborative working sessions (in-person)
- <1 hour/staff member to engage in diagnostic process
- 4-6 hrs/week for 5 months to work with team of Bellwether consultants on talent focus area (optional)

### What is the financial investment?

- \$12K for Institute & diagnostic
- Tailored consulting support available at an additional cost



### Talent-ready diagnostic assessment

Your team will participate in **Bellwether's talent-ready diagnostic**, which will assess **key strengths and challenge areas** related to your talent practices



### What to expect during workshops

- Analyze your **talent-ready diagnostic** (survey) results and compare with benchmarks
- Create a prioritized, multi-year **talent-ready plan**
- Select a **talent focus area** for tailored consulting support
- Learn **best practices and tools** to create a strategic talent management system
- Build your **skills and capacity** while expanding your **professional network of talent leaders**



### What to expect between workshops

**Option to consult with a Bellwether team** to design and implement a strategic approach to a need that arises from the diagnostic (e.g. talent acquisition and retention, performance management, core competencies, manager development, organizational culture, diversity and inclusion, strategic compensation, career pathways)

## Questions?



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## Application Process

**Step 1.** Interested organizations should apply via [bellwethereducation.org](http://bellwethereducation.org) or reach out to [talent@bellwethereducation.org](mailto:talent@bellwethereducation.org) for more information.

**Step 2.** Submit brief application. Application/placement packet should take no more than 30 minutes to complete.

**Step 3.** Phone call with Bellwether (including CEO and senior talent officer) to confirm this is the right time for your organization to participate in the cohort.

**Step 4:** Engage in pre-work diagnostic process one month prior to cohort launch