

Latest information regarding the
B2E Talent Development Service
Offering Overview



Talent



TALENT DEVELOPMENT

To create a high-performance, sustainable organization that meets its strategic and operational goals and objectives.

Principal: Jackie Ventom

TALENT DEVELOPMENT OVERVIEW

Developing internal talent can pay for itself many times over, whether directly through improvements in performance and results, or indirectly through, for example, better retention and engagement levels.

The realisation that talent development requires more than simply implementing traditional learning activities is evolving. It means taking a wholistic approach to every aspect of the employee's in-work experience and enabling them to access the types of support most appropriate for them, in the moment and moving forward. They might require resources to develop their skills, they might need motivation to engage with their work and their career, they might need help in applying best practice to on-job situations. The appropriate talent development solution could be anything from instructor led learning, through 'just in time' resources, gamification, coaching, mentoring and more.

We at B2E Consulting can help organisations to define what their employees need, identify and develop the most effective interventions and means of delivering them, always ensuring quality, relevance and measurable outcomes.



TYPICAL CHALLENGES

Pre-existing challenges now combine with a gamut of new pandemic driven considerations for organisations which genuinely want to ensure that their employees have the skills for the present and future needs of the business and can access the support they need to gain and apply them.

Key questions businesses are grappling with right now include:

- If **remote working** is going to be integral to the business, how do we virtually onboard new hires so that they are able to do the job and feel part of the organisation and their teams?
- How can we make learning work for the increasing numbers of Gen Y and Gen Z employees who want to learn through **tech-based solutions** such as VR and gamification?
- If **remote learning** enables us to bring together employees across the globe (or even across a single country!), how do we leverage this to build and cement relationships, team working and engagement?
- What do we do with **traditional Instructor Led training programmes**? Which ones are relevant and fit for purpose? Which should be re-designed to reach and engage learners more efficiently without compromising on effectiveness? And how do we do this?
- How do we ensure that our employees engage with the most appropriate **self-service learning solutions** for their needs, complete the programmes and apply the skills?

As we redefine our businesses, we recognise that we need to upskill and reskill our employees, but **which skills are the priority and how best do we deliver them?**

We know we need our leaders and managers to support the development of their team members, but **how much should we expect from them? How do we turn managers into leaders and coaches?**

How do we give all employees the digital and soft skills that are priorities moving forward?



UNIQUE SOLUTIONS

Talent Development begins with the objectives for the business and each function within it.

These define the roles and the competencies needed in every role and from each individual contributor. Measuring on job performance against these requirements and determining what upskilling and other support each employee needs to perform to their optimum, and equip themselves for their next steps is an integral part of every leader's role. The delivery of the solutions is a partnership between the L&D function, the line manager and the individual contributor.

Service Offerings at B2E Consulting are supported by our community of over 20,000 high calibre, expert consultants, usually with more than 10 years of relevant Talent Development experience, ensuring we fully understand a client's goals, content and context.

We usually expect to partner with a client to develop a strategy that will be truly effective, whilst leveraging our unique business model to ensure quality and value for money.

Results Delivery

- Develop and embed a **competency framework** for every role
- Identify **individual, functional and organisational development priorities**
- Develop a **learning strategy** which delivers the priority skills
- Design and develop **accessible and effective learning solutions** : resources, programmes, on job support
- Manage and evaluate **learning delivery and effectiveness**
- **Socialise learning** and embed in team and functional culture



Jackie Ventom has more than 25 years L & D experience, both in-house and through her own consultancy business. She believes passionately that L&D

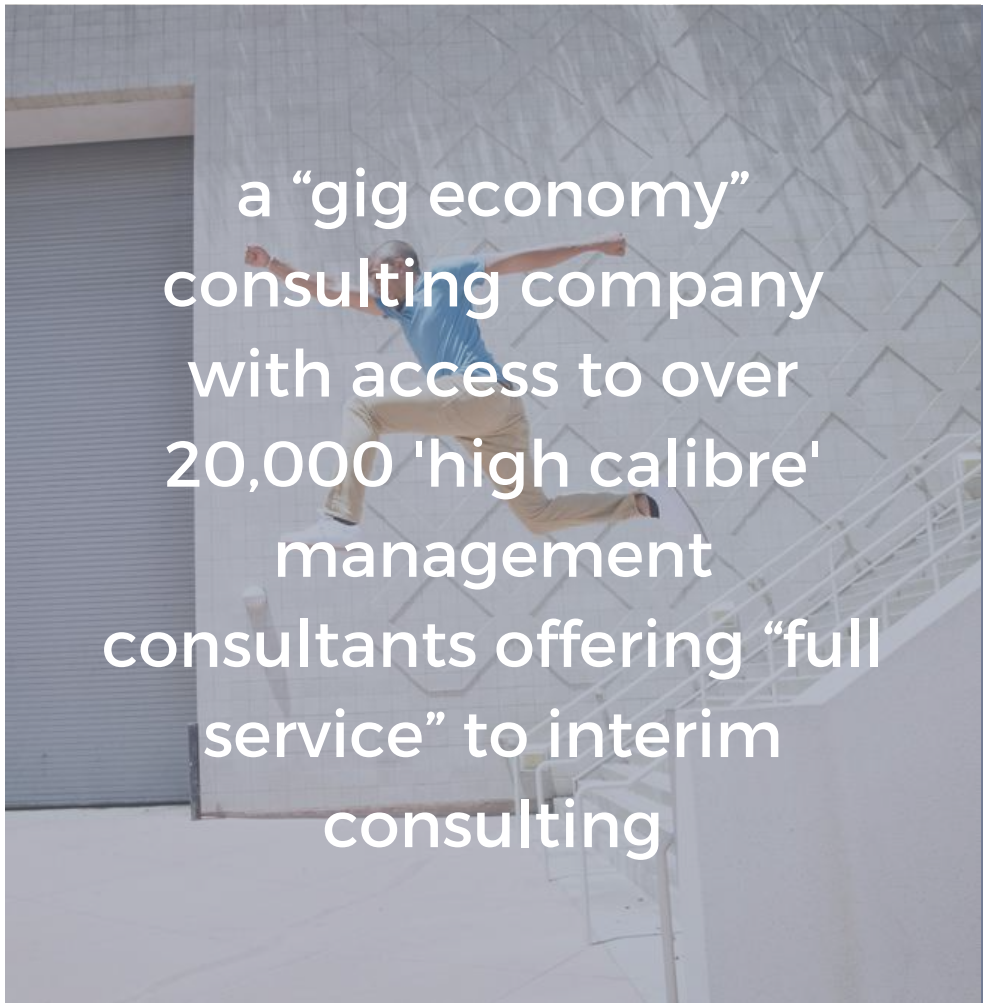
is an integral part of the business and that, to be effective, it should be driven by the business goals and strategy rather than box ticking and the latest trends.

Jackie started her career with the (then) Thomson Regional Newspapers, which had a well-deserved reputation for the quality of its training programmes and which afforded Jackie the opportunity to start her work in this area.

She was fortunate enough to combine Learning and Development responsibilities with functional leadership roles at both Ulster Television (ITV) and News UK, before launching her own consultancy. This new career direction brought partnerships with leading UK media brands such as Gannett (UK), Trinity Mirror and Independent News & Media, as well as global partnerships as a preferred learning and development provider to the news publishing industry's trade organisation, WAN IFRA, pro bono work in developing markets and a long term partnership on a global branding project with Rossiyskaya Gazeta. Jackie is a member of, and holds various endorsements from, the C.I.P.D., L.P.I. and I.L.M. She has a range of training and coaching certifications, including the L.P.I.'s Certificate in Online Learning Facilitation and is an accredited coach for Saville, Zenger Folkman & Insights Discovery.



CONSULTING
FUELLING TRANSFORMATION. POWERED BY EXPERTS



a “gig economy” consulting company with access to over 20,000 'high calibre' management consultants offering “full service” to interim consulting

Why B2E?

1. Immediate access to quality consultants at significantly lower cost
2. Specialist delivery through a consulting community of >20,000 experts
3. We understand transformation - our B2E team share >200 years top tier consultancy experience

The majority of our B2E Community have come from the top 10 global consultancy firms



>50%

B2E Community has 'Financial Services' experience. (>10,000 Consultants)



Since 2002, our Consultants have worked on ~700 business transformation assignments across a range of areas, technologies and business challenges