

# BTI'S TALENT MANAGEMENT SYSTEM™

## *Linking Performance Management, Training & Incentive Compensation To Maximize Bank Performance*

### **Component I—Focusing On The *Processes* That Drive Improved Results**

Performance Management is *the key process* for taking the institution's strategic plan and bringing it to life by empowering employees to do the work that makes your bank's goals a reality. BTI has the expertise to make meaningful upgrades in the following areas:

- ⇒ Recruiting, Hiring & Orientation Process
- ⇒ Establishing Competencies Models For Each "Job Family" In The Bank
- ⇒ The Annual Performance Review Form & Process
- ⇒ Job Descriptions
- ⇒ Org Chart Analysis & Redesign
- ⇒ Conducting Needs Assessment



### **Component II—Focusing On The *Behaviors* That Drive Improved Results**

As part of a comprehensive effort to assist banks to develop a culture of high performance - from the Board to CSR's - it is imperative employees are provided with the tools and education necessary to execute your strategy. BTI offers a variety of developmental training programs designed to unite the bank with a "common language" while creating a culture of high performance. BTI's developmental programs include:

- ⇒ Sales Training for Lenders, Branch Managers and Calling Officers
- ⇒ Sales Training for Retail Banking Staff
- ⇒ Coaching, Team-building & Leadership Training
- ⇒ Business Development Training For Bank Boards T
- ⇒ Executive & Sales Coaching
- ⇒ Building Customized Product Manuals

### **Component III – Focusing On The *Products and Services* That Drive Improved Results**

Too many incentive compensation programs reward volume and in doing so, fail to maximize the income, profitability and longevity of each customer relationship. Well designed and executed incentive compensation programs keep staff focused on the business priorities, product combinations and activities that drive improved results.

For More Information On How To Create A Culture Of High Performance In Your Bank  
Contact: Ray Adler – President – Bank Training International, Inc. (858) 764-2424  
[www.btitraining.com](http://www.btitraining.com)