

## Corporate Fact Sheet

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### ABOUT

Career Systems International (CSI), helps organizations worldwide maximize the strategic engagement, development and retention of key talent. Our resilient talent management processes link directly to business strategies and increase productivity and profitability to deliver the best returns on investment. For over 30 years, our powerful suite of talent solutions have helped organizations reduce costs associated with talent loss and/or underperformance, while fostering a culture of support for the individuals, managers, and leaders. We help transform organizational cultures where employees are energized and managers are supportive ... where mentoring becomes a natural, everyday occurrence ... where growth and learning are ongoing.

### CLIENTS

Career Systems International works primarily with Fortune 1000 companies whose names are familiar brands in the market place. Projects range from the delivery of individual training programs in a single division or department of an organization to enterprise-wide interventions around the world.

### SOLUTIONS AND OFFERINGS

Career Systems International uses a proprietary model called *Impassioned Learning*<sup>™</sup> to construct learning solutions that deliver real impact and measurable results. Our products, programs, and services are distinguished by their flexibility, ease of implementation, and efficacy. We address critical organization development issues in a way that is simultaneously dynamic and user-friendly.

We believe engagement, development and retention are a shared responsibility. A partnership and support system must be developed between the true stakeholders: the organization, the manager, and the employee. Each stakeholder has a specific role to play to support a talent-focused culture.

Career Systems International's solutions support the:

- **Manager** by clarifying their roles and giving them the tools, skills, and coaching to success – the *support*
- **Employee** by creating an environment that is talent-focused, that values, develops, and engages the talent – the *spark*
- **Organization** by providing the models and the processes – the *systems*

Our core learning solutions and services:

- Career Development – It's a process for employees managing their own career while meeting the needs of the company. It's about people loving their work and managing career choices. It's about getting the absolute best out of people because they like what they do. Our mentoring solutions support development by learning through others.
- Engagement & Retention – It's about being an enthusiastic contributor and engaged in the work. Solutions are based on Beverly Kaye's best selling book, *Love 'Em or Lose 'Em*.

- Solution Based Coaching™ - Aligns senior leaders, coaches and coachees with a set of common goals and a process to track and measure progress. It provides a simple and practical framework, based on our proven solutions, to help you embed engagement and career development into the fabric of organizations.
- MicroLearning – Help leaders and employees have real-time, real-world and relevant conversations leading to high engagement, commitment, growth, performance, and productivity through 1-2 hour sessions and Career Library Resources.
- Consulting – There are no magic bullets or one-size-fits-all solutions. Which is why we developed the TalentEdge™ approach – a proven 6-step process to provide integrated and tailored solutions that align to your unique organizational needs.

## BOOKS BY DR. BEVERLY KAYE

*Hello Stay Interviews, Goodbye Talent Loss*

*Love 'Em or Lose 'Em*

*Help Them Grow or Watch Them Go*

*Love It, Don't Leave It*

*Up is Not the Only Way*

## EXECUTIVE LEADERSHIP TEAM

- Beverly Kaye, Ph.D., Founder
- Richard Aldersea, CEO
- Barry Levitt, Ph.D., CFO
- Lynn Cowart, Vice President, Quality Delivery
- Nanci Hendrickson, Vice President, Finance and Operations
- Ann Jordan, Vice President, Product Development

## OWNERSHIP

Career Systems International is privately owned.

## CSI DISTRIBUTION CENTER

Career Systems International

330 Montage Mountain Road, Suite 201

Moosic, PA 18507

800-577-6916

## CSI HEADQUARTERS

Los Angeles, CA

## PARTNERS

The Flame Centre – Singapore

LSA Global

The Career Innovation Company

## PR Contact:

Katie Wacek

Katie.wacek@careersystemsintl.com

Phone: 505-903-1282