Reason . Power . Knowledge . Guidance

FLITER® is an innovative process and a comprehensive system designed to help small and medium-sized enterprises more quickly and efficiently evolve. FLITER® is designed for best use with small business development programs, mentor/protégé programs, supplier diversity, supply chain and procurement professionals seeking to assist suppliers/vendors or individual SME owners and teams.
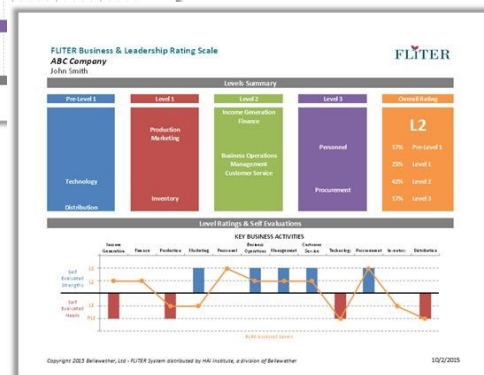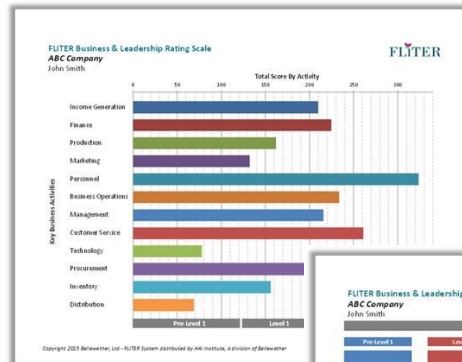
BELLEWETHER™
MAKING BUSINESS BETTER

FLITER®
Business & Leadership Rating Scale

The FLITER® System

The Standard FLITER® System

The FLITER® Business & Leadership Rating Scale is

composed of four parts:

1. FLITER® Business & Leadership Rating Scale: Assessment

2. FLITER® Business & Leadership Rating Scale: 80-page Assessment Guide

3. FLITER® Business & Leadership Rating Scale: Levels Summary Report

4. FLITER® Business & Leadership Rating Scale: Score By Activity Report

The Expanded FLITER® System

The FLITER® Business & Leadership Rating Scale is robust in the data it

can provide. Many of our clients utilize these additional products to create a more comprehensive and

measurable solution.

FOR INDIVIDUAL OWNERS AND MENTORS

1. Individual Insight Reports [A customized feedback for each participant that includes consultative recommendations specific to FLITER® outcomes with targeted thoughts on **WHAT** the owner can do to "move to the next level."].

2. Individual SnapShot Reports [Generally a "post-program" assessment report that shows where progress was gained].

3. One-on-one feedback with a Bellewether consultant.
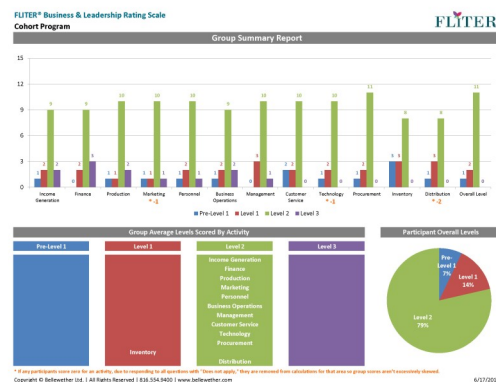
FOR PROGRAM MANAGERS and PROGRAM SUPPORT

1. Basic Group Report shows cohort outcomes and identifies group needs for learning.

2. Customized Group Reports can identify targeted strengths and gaps for the cohort and provides programs with strategic information to enhance mentor and classroom progress.

3. In-class training components [2– or 4-hour sessions] correlated to the 12 key business functions assessed that close gaps and increase topic knowledge.

FLITER® is a product of Bellewether, Ltd., an organization consultancy leading SME business performance and operations development since 1994.

We enable our client organizations to stabilize and grow by improving the fundamentals that bring profitability.

Customized Group Reports

Mentor's Report: Group Target Report
Shows each cohort member across each functional area and indicates their primary strengths, primary gaps. Recommends primary focus for work.

Mentor's Report: Group Gap Analysis Report
Shows each cohort member across each functional area and indicates strength or gap and identifies potential areas of initial focus for development per area.

Program Manager's Report: Group Scores Report
Shows numeric scores earned individually in each area and also the two highest (green) and two lowest (red) scores in each area for the group.

Program Manager's Report: Group Level Range
Shows each cohort member across each functional area and indicates at what level [PL1—L3] they scored.

The FLITER® Business & Leadership Rating Scale provides an overall gap analysis identifying a **level of performance specific to** 12 key business functions and *calculates the current functioning of performance from Pre-Level 1 to Level 3.*

This analysis sets the foundation for real progress and can save years of heartache in costly missteps and mistakes.

Functions measured Include Income Generation, Finance, Production, Marketing, Personnel, Business Operations, Management, Customer Service, Technology, Procurement, Inventory and Distribution.

Two standard individual outcome reports identify current levels of performance and provide owners with an 80-page assessment guide that includes specific, step-by-step actions that can be used to gain quantifiable progress.

SME business owners can use their report to make progress on their own or with a business mentor or consultant—saving time and money on gap analysis and targeting those business areas where challenges most exist.

With information, management can make the shift from low- energy wishing to high-momentum growth. The FLITER® BLRS and Guide gives owners tactical information and realistic goals they can achieve to close gaps and build operational capacity.

Through a comprehensive, research-based process, aligned with the U.S. Department of Labor Competency Model for Entrepreneurship, **The FLITER® System** reviews 12 key business categories and ties them to our trademarked 14P structure in order to lead the owner through a sequence of steps that move the company from one level of performance to the next level of achievement.

Cohort outcomes can be generated through the standard group report or one or more of the four reports outlined on the left .

For small or medium-sized enterprises that are ready for *growth, capacity and an ability to track and measure performance*...the kind of performance that can actually get a business to the next level and beyond.

FLITER® provides business owners with the **REASON** to change, the **POWER** to learn how to change now, the **KNOWLEDGE** to understand where change is needed and the **GUIDANCE** to learn how to implement dynamic change.

BELLEWETHER™
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We are making business better.