



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.

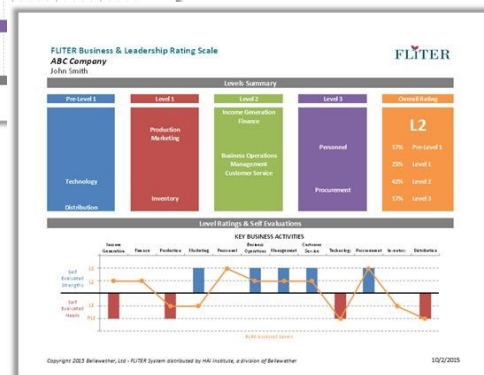
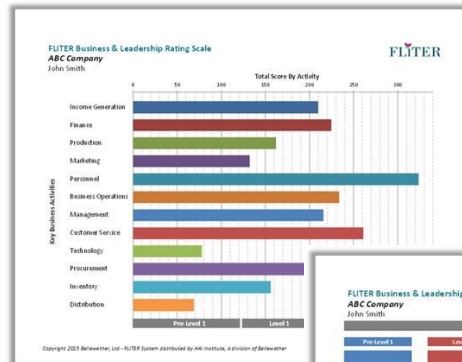


The FLITER® System

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

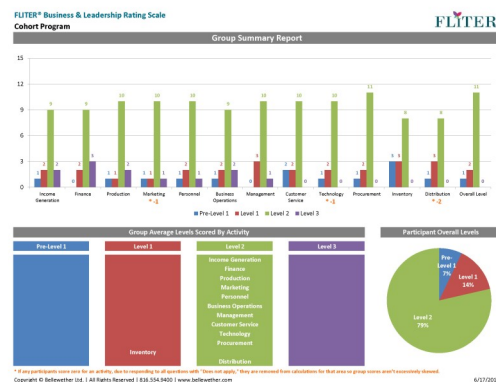


The Expanded FLITER® System

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 FILTER® 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

FLITER® Business & Leadership Rating Scale
Cohort Program

MENTORS: Group Target Report

Participant Name	Primary Strength	Secondary Strength	Possible Target #1	Possible Target #2	Primary Gap	Secondary Gap
Participant A	Production	Personnel	Technology	Management	Distribution	Inventory
Participant B	Production	Finance	Customer Service	Marketing	Distribution	Inventory
Participant C	Business Operations	Production	Technology	Management	Distribution	Inventory
Participant D	Production	Business Operations	Customer Service	Marketing	Distribution	Inventory/Personnel
Participant E	Finance	Business Operations	Customer Service	Marketing	Distribution	Inventory
Participant F	Production	Finance	Customer Service	Marketing	Distribution	Inventory
Participant G	Production	Finance	Customer Service	Marketing	Distribution	Inventory
Participant H	Finance	Production	Customer Service	Marketing	Distribution	Inventory
Participant I	Finance	Production	Customer Service	Marketing	Distribution	Inventory
Participant J	Finance	Production	Customer Service	Marketing	Distribution	Inventory
Participant K	Finance	Production	Customer Service	Marketing	Distribution	Inventory
Participant L	Finance	Production	Customer Service	Marketing	Distribution	Inventory
Participant M	Finance	Production	Customer Service	Marketing	Distribution	Inventory
Participant N	Finance	Production	Customer Service	Marketing	Distribution	Inventory

GROUP RESULTS: Finance Production Technology Marketing Distribution Inventory

Strength - 1 highest scoring area | Gap - 2 lowest scoring area | Blue - 3rd and 4th highest scoring areas

CONFIDENTIAL INFORMATION TO BE VIEWED AND USED SOLELY BY PROGRAM MANAGERS AND MENTORS

Copyright © Belkweather LLC. All Rights Reserved | 818.554.9400 | www.belkweather.com

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.

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.

FLITER® Business & Leadership Rating Scale
Cohort Program

MENTORS: Group Gap Analysis Report

Participant Name	1	2	3	4	5	6	7	8	9	10	11	12
	Income Generation	Finance	Production	Marketing	Personnel	Business Operations	Management	Customer Service	Technology	Procurement	Inventory	Distribution
Participant A	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant B	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant C	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant D	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant E	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant F	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant G	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant H	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant I	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant J	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant K	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant L	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant M	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap
Participant N	Strength	Strength	Strength	Strength	Gap	Gap	Gap	Gap	Gap	Gap	Gap	Gap

GROUP RESULTS: Finance Production Technology Marketing Distribution Inventory

Strength - 4 areas with highest scores | Gap - 4 areas with lowest scores | Gap - 4 areas with lowest scores

CONFIDENTIAL INFORMATION TO BE VIEWED AND USED SOLELY BY PROGRAM MANAGERS AND MENTORS

Copyright © Belkweather LLC. All Rights Reserved | 818.554.9400 | www.belkweather.com

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.

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.

FLITER® Business & Leadership Rating Scale
Cohort Program

PROGRAM MANAGERS: Group Scores Report

Participant Name	1	2	3	4	5	6	7	8	9	10	11	12
	Income Generation	Finance	Production	Marketing	Personnel	Business Operations	Management	Customer Service	Technology	Procurement	Inventory	Distribution
Participant A	267	276	294	282	252	265	242	252	223	267	235	204
Participant B	277	288	312	300	272	285	258	272	238	278	248	218
Participant C	257	245	255	255	233	264	233	237	198	238	214	168
Participant D	288	275	298	288	258	278	258	258	238	278	248	218
Participant E	276	270	282	279	251	265	239	267	211	271	241	211
Participant F	265	273	285	278	248	261	231	251	211	271	241	211
Participant G	248	234	248	250	222	230	204	230	210	230	210	210
Participant H	272	272	272	272	272	272	272	272	272	272	272	272
Participant I	215	186	215	215	182	182	182	182	182	182	182	182
Participant J	248	248	248	248	248	248	248	248	248	248	248	248
Participant K	270	270	270	270	270	270	270	270	270	270	270	270
Participant L	265	265	265	265	265	265	265	265	265	265	265	265
Participant M	261	261	261	261	261	261	261	261	261	261	261	261
Participant N	215	215	215	215	215	215	215	215	215	215	215	215

GROUP TOTAL SCORES: 2776 2776 2776 2776 2776 2776 2776 2776 2776 2776 2776 2776 2776

GROUP RESULTS: Finance Production Technology Marketing Distribution Inventory

Strength - 1 highest scores | Gap - 2 lowest scores

CONFIDENTIAL INFORMATION TO BE VIEWED AND USED SOLELY BY PROGRAM MANAGERS

Copyright © Belkweather LLC. All Rights Reserved | 818.554.9400 | www.belkweather.com

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.

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.

Program Manager's Report: Group Level Range

Shows each cohort member across each functional area and indicates at what level [PL1—L3] they scored.

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

FLITER® Business & Leadership Rating Scale
Cohort Program

PROGRAM MANAGERS: Group Level Range Report

Participant Name	1	2	3	4	5	6	7	8	9	10	11	12
	Income Generation	Finance	Production	Marketing	Personnel	Business Operations	Management	Customer Service	Technology	Procurement	Inventory	Distribution
Participant A	L1 - High	L2 - High	L2 - Low	L2 - High	L2 - Mid	L1 - Mid	L2 - Mid	L2 - Mid	L2 - Low	L2 - High	L1 - High	L1 - High
Participant B	L1 - Mid	L1 - High	L1 - Mid	L1 - High	L1 - Mid	L1 - Mid	L1 - Mid	L1 - High	L1 - Low	L1 - High	L1 - Mid	L1 - Mid
Participant C	L2 - Mid	L2 - Mid	L2 - Mid	L2 - Low	L2 - Low	L2 - Low	L2 - Low	L2 - Low	L2 - Low	L2 - Low	L2 - Low	L2 - Low
Participant D	L2 - Mid	L2 - Mid	L2 - Mid	L2 - Low	L2 - Low	L2 - Low	L2 - Low	L2 - Low	L2 - Low	L2 - Low	L2 - Low	L2 - Low
Participant E	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High
Participant F	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High
Participant G	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High
Participant H	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High
Participant I	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High
Participant J	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High
Participant K	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High
Participant L	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High
Participant M	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High
Participant N	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High	L2 - High

GROUP TOTAL SCORES: 2776 2776 2776 2776 2776 2776 2776 2776 2776 2776 2776 2776 2776

GROUP RESULTS: Finance Production Technology Marketing Distribution Inventory

Strength - 1 highest scores | Gap - 2 lowest scores

CONFIDENTIAL INFORMATION TO BE VIEWED AND USED SOLELY BY PROGRAM MANAGERS

Copyright © Belkweather LLC. All Rights Reserved | 818.554.9400 | www.belkweather.com

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.



816.554.9400

PO Box 287 | Lee's Summit, Missouri 64063

www.bellewether.com | www.hai-institute.com



BellewetherGlobal



BelleGlobal



BellewetherGlobal

We are making business better.

