



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, and supply chain and procurement professionals seeking to assist suppliers/vendors or individual SME owners and teams.

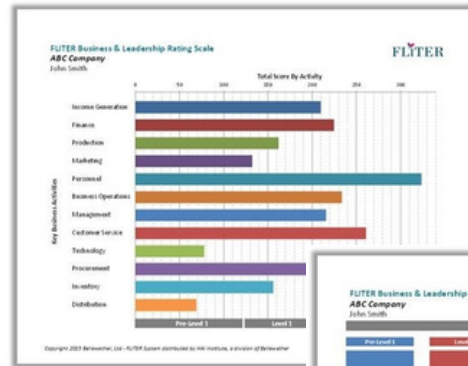


The FLITER® System

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

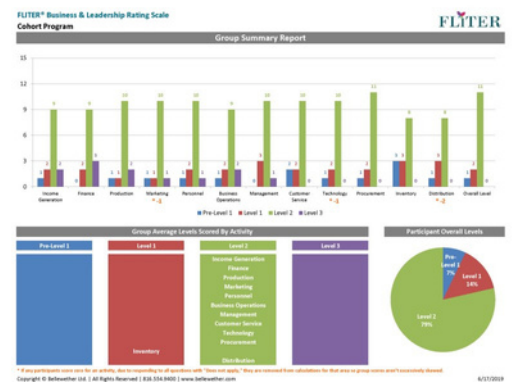


The Expanded FLITER® System

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.



Customized Group Reports

FLITER® Business & Leadership Rating Scale
Cohort Program

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MENTORS: Group Target Report

Participant Name	Primary Strength	Secondary Strength	Primary Gap	Secondary Gap
Participant A	Production	Finance	Customer Service	Marketing
Participant B	Personnel	Finance	Customer Service	Marketing
Participant C	Business Operations	Finance	Customer Service	Marketing
Participant D	Business Operations	Finance	Customer Service	Marketing
Participant E	Business Operations	Finance	Customer Service	Marketing
Participant F	Business Operations	Finance	Customer Service	Marketing
Participant G	Business Operations	Finance	Customer Service	Marketing
Participant H	Business Operations	Finance	Customer Service	Marketing
Participant I	Business Operations	Finance	Customer Service	Marketing
Participant J	Business Operations	Finance	Customer Service	Marketing
Participant K	Business Operations	Finance	Customer Service	Marketing
Participant L	Business Operations	Finance	Customer Service	Marketing
Participant M	Business Operations	Finance	Customer Service	Marketing
Participant N	Business Operations	Finance	Customer Service	Marketing

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.

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FLITER® Business & Leadership Rating Scale | Confidential Information to be Viewed and Used Solely by Program Managers and Mentors

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

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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	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant B	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant C	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant D	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant E	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant F	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant G	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant H	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant I	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant J	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant K	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant L	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant M	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength
Participant N	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength	Strength

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.

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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

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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	299	282	272	265	264	252	273	267	269	254
Participant B	271	272	292	275	276	268	268	260	268	268	268	258
Participant C	277	282	295	291	271	262	261	257	268	268	274	268
Participant D	286	287	295	288	288	288	288	288	288	288	288	288
Participant E	276	280	282	279	271	265	259	267	267	267	267	259
Participant F	279	280	282	279	271	265	259	267	267	267	267	259
Participant G	279	280	282	279	271	265	259	267	267	267	267	259
Participant H	279	280	282	279	271	265	259	267	267	267	267	259
Participant I	279	280	282	279	271	265	259	267	267	267	267	259
Participant J	279	280	282	279	271	265	259	267	267	267	267	259
Participant K	279	280	282	279	271	265	259	267	267	267	267	259
Participant L	279	280	282	279	271	265	259	267	267	267	267	259
Participant M	279	280	282	279	271	265	259	267	267	267	267	259
Participant N	279	280	282	279	271	265	259	267	267	267	267	259

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.

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FLITER® Business & Leadership Rating Scale | Confidential Information to be Viewed and Used Solely by Program Managers

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.

FLITER® Business & Leadership Rating Scale
Cohort Program

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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	L3-Low	L2-High	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant B	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant C	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant D	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant E	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant F	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant G	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant H	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant I	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant J	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant K	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant L	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant M	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High
Participant N	L1-Mid	L1-Mid	L2-Mid	L2-Mid	L1-Mid	L1-Mid	L2-Mid	L1-Low	L2-High	L1-High	L1-High	L1-High

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

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

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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.

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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.



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