

## What's New@Cambria - 10th Edition

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Welcome to the Winter 2007 edition of **New@Cambria** - a newsletter designed to inform our clients and the broader world of business about new developments, share white papers on best human resource practices, press releases, upcoming presentations, and webcasts.



**New@Cambria** provides an opportunity to highlight innovative solutions that address our clients' needs and interact with our audience on the latest trends and leading edge approaches to building high-performance organizations through people.

As always, we value your feedback and suggestions. - *The Partners of Cambria Consulting*

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### Cambria Consulting News

#### Cambria and Russell Reynolds Collaborate on IT Leadership Paper

Technology is having a dramatic impact on the efficiency, effectiveness and performance of companies globally. Having an outstanding chief information officer (CIO) who is successfully driving a compelling technology agenda while developing the next generation of information technology (IT) leaders can help a company achieve long-term competitive advantage.

Cambria Consulting collaborated with Russell Reynolds Associates, a world leader in executive search and assessment, to develop a diagnostic framework for assessing "best in class" characteristics of CIOs. While CIOs each possess different skills and experiences, the world's leading CIOs share a common set of competencies and experiences that distinguish them as best in class. Download a copy of the Diagnostic Framework [here](#).

#### If Your HR Process is Broken, No Technology Solution Will Fix It

Technology-based HR systems are evolving from integrating transactional processes such as payroll administration, compensation management and benefits administration to strategic talent management processes like performance management, employee development, talent review and succession planning. With this evolution have come many problems associated with trying to connect independent HR processes that were never designed to work together and expensive investments in technology solutions that have not worked as expected.

Cambria's Joyce Quindipan, who specializes in implementing integrated talent management and e-learning solutions, takes the position that getting the underlying HR processes right before investing in an integrated technology solution is the better way to go. To download the article, go [here](#).

#### Developing Technical Program/Project Leaders for the Future

Cambria Partner Tim Kroecker has been studying program and project management success factors in the public and private sectors for a number of years. He has consistently found that the difference between success and failure in managing large-scale projects usually has less to do with the level of technical project management skills and more to do with the level of communication, people skills and leadership skills. When a project or program stalls, it is often leadership skills in particular - ability to re-create and communicate a vision and to motivate others with that vision - that revitalize it.

In this first article in a series, Tim discusses the business case for developing vs. selecting people into these positions and spells out the key steps to create a career path that capitalizes on the talent and experience already in the organization. This article appears in The January-February 2007 issue of *Defense AT&L* (Acquisition, Technology, and Logistics), published by the Defense Acquisition University. Go [here](#) to download the article.

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## Cambria Coaching News

### Coaching Impact Study Article Selected as One of 10 Highest Rated in IJCO History

The *International Journal of Coaching in Organizations (IJCO)* asked its editorial board to identify those articles in the journal's four-year history that have been of greatest value to the coaching community and have offered the most important and insightful ideas regarding organizational coaching. Cambria's article, "The Coaching Impact Study: Measuring the Value of Executive Coaching," which appeared in volume 4, issue 3 (2006) was one of the ten to be rated at the highest level.

A reprint of the original article, along with additional commentary from the authors, will appear in the first 2007 issue of IJCO. To request a copy of the article, go [here](#); to subscribe to the journal, visit [IJCO](#).

### Coaching Impact Study to be Featured in ICCO TeleForum (You're Invited)

The International Consortium for Coaching in Organizations (ICCO) has selected Cambria's Coaching Impact Study as the topic for its upcoming TeleForum, an open, interactive teleconference format for both members and non-members. All of the study's principal investigators, including Derek Steinbrenner and Ellen Kumata of Cambria, will be participating in the call, facilitated by Barry Schlosser, and will be available to answer questions from participants.

The teleconference will be held on **Thursday, February 15** from Noon until 1:30 ET. Click [here](#) for details about participating in the call, or for more information on ICCO. Let us know if you plan to attend!

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## Cambria Interactive News

### CI Introduces New Talent Management Platform

Cambria Interactive now offers our clients a powerful set of tools and processes to create customized succession planning, talent review, and senior management promotion processes on an enterprise-wide basis. Cambria's proprietary HR.NET™ architecture, using the latest Microsoft .NET technology, enables us to develop potent, streamlined, secure, and highly customized applications without the time and risk typically associated with custom development projects and without the limitations of out-of-the-box products.

Our talent review, succession management, and promotion applications are being implemented for thousands of managers and executives around the globe. The HR.NET platform and the processes that it supports include role-based security, navigation, a multilingual interface, multimedia and embedded reporting. Applications are hosted by Cambria on our fault-tolerant clustered servers, and are available 24 hours a day. To learn more, download our brochure [here](#).

### CI Creates Innovative New Website for the National Labor Relations Board

Last month, Cambria Interactive (CI) announced the launch of a new interactive web site for the National Labor Relations Board (NLRB) that will enable users to transact business online with the agency more easily. The new site - [www.nlr.gov](http://www.nlr.gov) - is a key component of the NLRB's effort to improve its e-Government services through better access and ease of use. CI's participation in the project resulted in a number of enhancements making it easier for members to do business with the NLRB. Read more about it [here](#).

### Cambria Interactive at ASTD's TechKnowledge 2007

Cambria's Ray Elman will lead a session describing how Cambria Interactive helped the National Education Association align its 10,000 delegates around six major new strategic

initiatives at its Annual Meeting and Representative Assembly. This session will describe how the right technology and communication vehicles, an appropriate design strategy, well-conceived program objectives, and clear and succinct content can help professional and trade associations build membership commitment and engage everyone in new directions and initiatives.

For more, go [here](#) to visit the conference website.

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## About Cambria Consulting

Cambria Consulting is a human resource management consulting firm specializing in developing people solutions that drive business performance. Cambria helps our clients achieve their strategic objectives more effectively by designing, developing and implementing HR solutions in the areas of workforce and leadership development, performance management, competency development, 360° assessment, coaching, selection systems, organizational surveys, and integrated e-HR applications.

Visit [www.cambriaconsulting.com](http://www.cambriaconsulting.com) to find out why more and more successful companies are turning to Cambria Consulting for a full range of human resource solutions, or call (617) 523-7500.

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If there is a topic that you would like us to address, please [tell us](#).

If you do not wish to receive further information from us, please [let us know](#)

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