

# Optimize your talent ecosystem

*Acquire, inspire and align the people you need to deliver exceptional educational experiences*



## Unique Strategic Partnership

Formed by executive search firm Bedford Consulting and HR consultancy Teal & Co., Bedford-Teal is a unique strategic partnership exclusively focused on providing educational institutions with structured, strategically informed programs for managing key talent issues.

We help independent and private schools as well as colleges and universities create thriving talent ecosystems fully aligned with their purpose and vision. Available in part or in whole, our services equip clients to identify, recruit, integrate, engage, develop, retain and renew talent following a deliberate, coordinated and unified plan.

## WE KNOW EDUCATION

Our expertise has been honed over decades developing talent strategies for leading schools and post-secondary institutions across Canada. Bedford-Teal is the source of many of the systems and processes that today serve as industry standards. They are achievements that set us apart.

## Organizational Talent Strategy

While excellence in learning, teaching and research is the proper focus of any educational institution, delivering can be a challenge without a well-conceived talent strategy. We develop comprehensive programs coordinated with the structures and goals of our client institutions.

### We advise on:

- Organizational effectiveness and design encompassing strategic workforce planning, talent performance and development, and succession planning
- Leadership assessment and development
- Engagement and retention, team dynamics and cultural transformation
- HR effectiveness and management

## Executive Search

Education is a unique sector, with its own culture and its own challenges and opportunities. We provide recruitment and executive search services informed by a deep understanding of the talent needs of educational institutions and the talent qualities required by leaders and functional experts to thrive in an educational setting. Bedford-Teal's robust process ensures candidates' FIT across the dimensions of culture, team, performance and leadership.

Our record is long and distinguished. Drawing on offices across Canada and a network that spans the globe, we have helped numerous major colleges and universities and well-known private and independent schools fill positions at all levels, including in the highest reaches of leadership. The measures of our effectiveness include a 96% completion rate on searches and 93% retention rate at three years post-hire. We are consistently recognized as the number one performing office by our global partner, TRANSEARCH International, one of the top 10 retained executive search firms in the world.

Driving our results is an innovative approach using a range of digital and virtual tools. In a quickly changing hiring environment, Bedford-Teal is at the leading edge of trends becoming more important than ever.



## Leadership Integration & Virtual On-Boarding

Getting your new hire to succeed faster is a key Bedford-Teal goal. We offer personalized, education-specific onboarding programs for integrating leaders and others into the organization's culture and acclimatizing them with their unique role. Our process provides structured opportunities for building stakeholder relationships and leverages advanced technologies to enhance effectiveness and deliver key program elements virtually.



### ABOUT BEDFORD-TEAL

Bedford Consulting Group and Teal & Co. created their partnership to offer educational institutions a complete range of talent management services. Founded in 1979, Bedford is a leading Canadian executive search firm with a global reach and extensive experience in education. Teal is a talent strategy advisory with education specific expertise founded by Val Cambre, a pioneer in establishing the human resources function and comprehensive talent management programs in independent schools in Canada.



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Bedford is the Canadian partner of TRANSEARCH International, a leading executive search organization in 40+ countries.