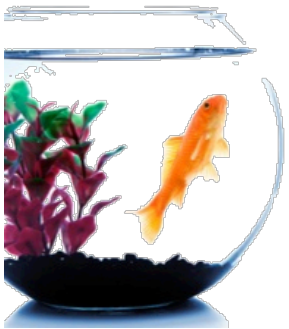


Talent Management

The situation and a new approach.

**Will they stay
or will they go?**



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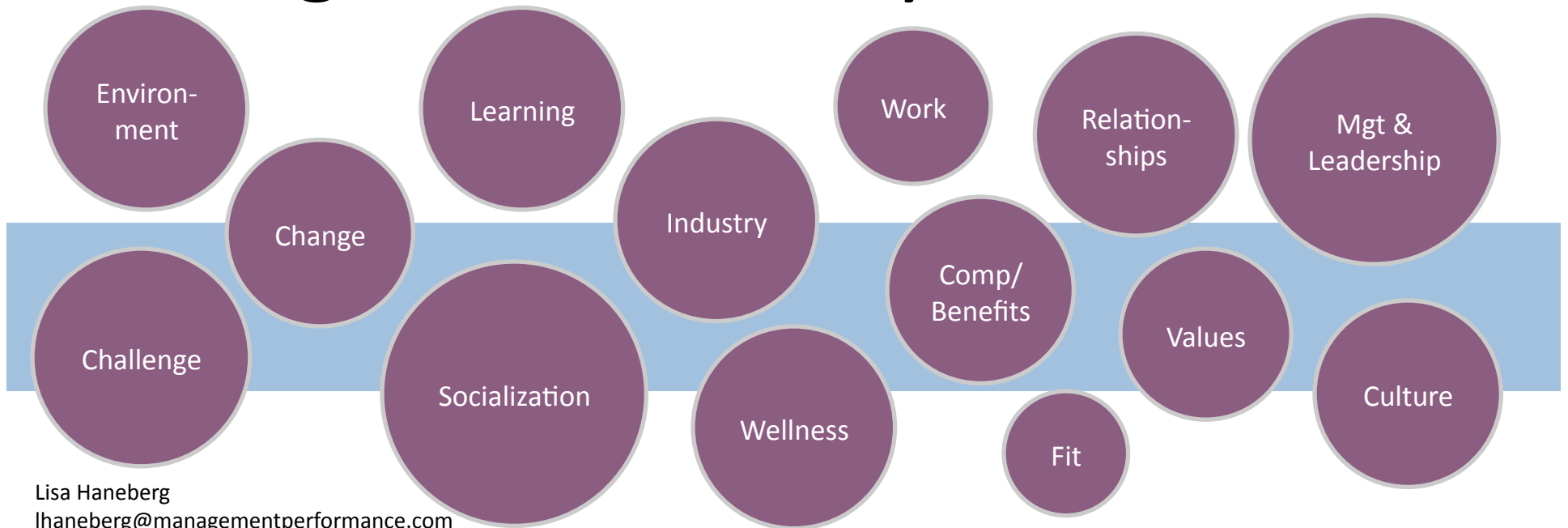


**Will they grow
or stagnate?**

At its core, our talent management system is concerned with understanding and enhancing the conditions under which employees stay (retention) and grow (succession/bench strength) with the organization.

Why Talent Management?

There are many reasons why employees stay with or leave our organization. And there are many reasons employees either grow or stagnate while they work here.



Right now, our talent management system measures HR-related impacts, but many of the reasons employees stay or go, grow or stagnate are not addressed by our talent management system.

Our TM Focus

What if we changed this? What if we determined the most important reasons employees either stay or leave and why they grow or don't grow, and we focused on improving those impact areas? Wouldn't that be a better use of our time and focus?

A Better Focus



The Talent Management Cloud

Strategic Plan

Strategy 1

Strategy 2

Strategy 3

Talent
Management
Strategy

External Impacts/
Considerations

Talent
Management
Cloud

TMC Dashboard

Focused Initiatives
& Practices

Individual
Development Planning

Internal Conditions/
Changes

The Talent Management
Cloud System

- We will focus on what matters most in terms of retention, succession, and bench-strength development.
 - Higher connectivity, retention, and capacity
- Flexible – The system and our focus will remain relevant.
- Ties into and supports our existing strategies and systems for development, succession, workplace culture, and leadership and management practices.
- Allows for more customized individual development planning.

Advantages of This Approach

- Select a small group of leaders to help create the initial draft of what goes into the Talent Management Cloud.
 - Use information from sources we already have, like surveys, employee feedback, recent research, etc.
 - Share the initial draft and seek feedback.
- Create a strategy, dashboard, and focused set of initiatives that best support retention and development.

To Start

- What are our employee engagement surveys telling us about what employees most value about the work environment and areas of dissatisfaction?
- What might our turnover patterns tell us about why employees leave?
- What reputation does our leadership and management team have in the organization? What are the indications or signs within the organization that might tell us this?
- What feedback have we received from employees that might tell us more about why they stay or go, and grow or stagnate?
- What's going on in the environment (market, economy, region, professions, internal/external brand changes) that is affecting how people define career success?
- Here is what research is telling us about why employees stay or go, grow or stagnate. Which of these impacts would be near the top of the list for our organization?
- Here are the reasons employees in other organizations rank their workplaces as best. Which of these conditions do we think our employees value and which do we provide?

Questions the Initial Team Will Discuss and Answer