



PILAT HR SOLUTIONS TALENT DIRECTION PROGRAM

Building Mission Critical Talent Strategies

To maximize their performance, organizations need to define the right talent strategy and priorities for their business, know how these priorities can be achieved and measured, and identify the actions required by their leadership to ensure the engagement and retention of employees.



Do you struggle to identify the key Talent Management practices needed to ensure achievement of your organization's goals? If you have a Talent Management strategy, do you struggle to identify the critical factors that determine whether or not staff buy in to it? If you have a Talent Management strategy, and know what engages and retains staff, do you actually know that to do on a day by day basis to implement it; and do you have any measures by which to track success?

PROGRAM SUMMARY

Building Mission Critical Talent Strategies is a one-day program. We conduct you through a highly participative and focused process that will enable you to identify your mission critical Talent Management practices; those that will ensure that you can ATTRACT, ENGAGE, BUILD, LEVERAGE and RETAIN the talent needed to deliver against your organization's goals, mission, values, etc.

You will leave with the knowledge, skills and tools to implement a set of tailored and practical activities, and a framework of measurement by which to manage progress.

WHO SHOULD ATTEND

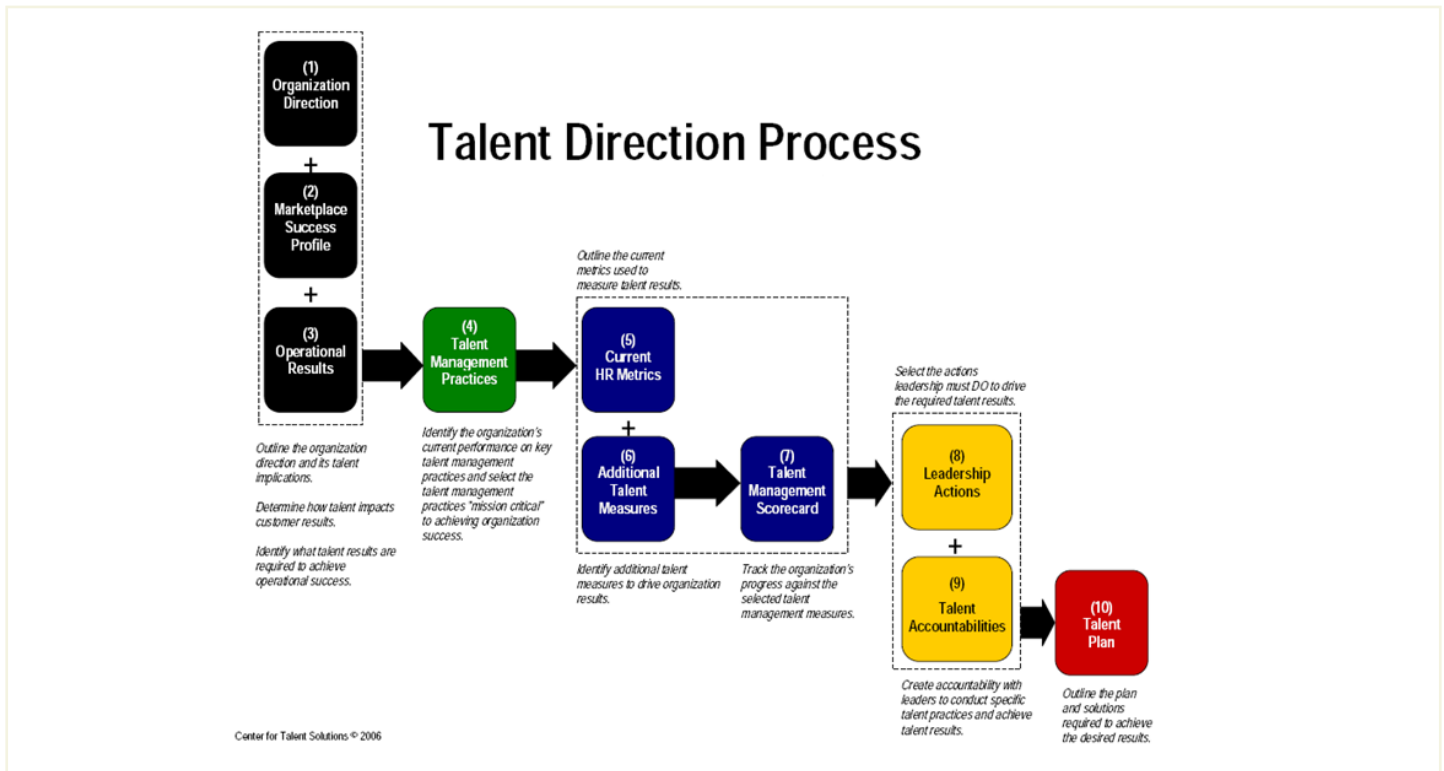
Senior Level Executives and Managers

WHAT WILL BE ACHIEVED

Our approach ensures participants:

- Understand the talent implications of the organization's direction, marketplace, and results.
- Identify the organization's current strengths and weaknesses in terms of Talent Management practices.
- Identify the Talent Management practices that are mission critical for the organization.
- Know how to measure talent results' impact on the bottom line.
- Understand the link between employee engagement and business performance.
- Can identify the most critical talent practices that will engage and retain each individual employee.
- Utilize the *Talent Strategy Grid™* to prioritize where to put the time and resources needed to impact talent results.
- Define Talent Practice measures to use to track progress.





INTRODUCTION

Each intervention is build around a client's own needs and context. It is likely to include the following:

TALENT DIRECTION PROCESS

- Explore Organization Direction, Marketplace Success Profile, Operational Results, and a Talent Management framework.

CORE CONCEPTS

- Review how Talent Management capability impacts organizational performance including bottom line.
- Define critical Talent Results and Organizational Needs.
- Define Employee Engagement and how to measure it.
- Describe how 'FIT' impacts employee engagement and retention.
- Identify critical Talent Practices and how to measure them.

CRACKING THE TALENT CODE

- Identify the most critical Talent Practices for engaging and retaining employees
- Assess organization's current performance against the Talent Practices

ACTION PLANNING

- Identify management actions to ensure that each employee's critical needs are known and addressed; one-to-one dialogue.
- Plan actions to address performance issues on critical talent practices.

TALENT PRACTICE MEASURES

- Identify measures for improved Talent Practices.
- Develop Score Care.

HANDS-ON TOOLS AND RESOURCES

To help participants build their capabilities and take action with their employees and team, each program participant is equipped with tools and resources to support their action plan. These are likely to include some or all of the following:

Retention Cards®

A hands-on tool that captures the variables impacting why people join, engage and stay in organizations.

Fast Action Development Guide®

Targeted actions that build the seven manager capabilities needed to impact employee and team performance.

One-to-One Dialogue

Quickly and easily understand what is "Most Critical" to your employees, what it is really like, and what actions both you and the employee can take to increase the employee's performance.

Talent Practices

A set of best practices to impact individual, team and manager performance.

Talent Practice Measures

A set of best practice measures that can be used to track progress.

TO LEARN MORE ABOUT ENGAGING AND RETAINING TALENT AND OTHER TALENT MANAGEMENT SOLUTIONS, VISIT WWW.PILAT-NAI.COM OR CALL 1-800-338-9701.