

Building Mission Critical Talent Practices



HR TALENT MANAGEMENT WORKSHOP | ATTRACT, ENGAGE, BUILD, LEVERAGE & RETAIN

This programme is designed to identify the mission critical talent practices that will ensure an organization can ATTRACT, ENGAGE, BUILD, LEVERAGE and RETAIN its Talent. Using the Talent Direction Process, our consultative approach identifies the key HR metrics to measure the return on investment of its talent strategies and the practical actions managers need to take to implement the "Talent Plan".

Delivering Talent Results



ATTRACT Talent	ENGAGE Talent	BUILD Talent	LEVERAGE Talent	RETAIN Talent
Capacity Planning	Employee Talent Planning	Talent Assessing	Talent Portfolio Management	Length of Service Intentions
Sourcing Talent	Engagement Planning	Development Planning	Career Development	Department Risk Assessing
Recruiting Talent	Performance Management	Capability Development	Internal Mobility	Job Sculpting
Selecting Talent	Manager Capabilities	Knowledge Transferring	Succession Planning	Turnover Scorecard
Onboarding Talent	Branding		Talent Reviewing	

Our Approach Ensures:

- HR and Managerial effort is focused on those things that will give the greatest return to the business.
- Business goals, economic climate and market factors are all taken into account when considering the impacts on the business and its Talent Requirements.
- Current practices are evaluated in their contribution to business success.
- Talent metrics and scorecards are developed to measure and drive talent performance.
- The leadership actions support and drive the business critical talent practices.
- Creation of clear talent metrics and managers scorecard to establish accountability for employee results within a management team or operating area.

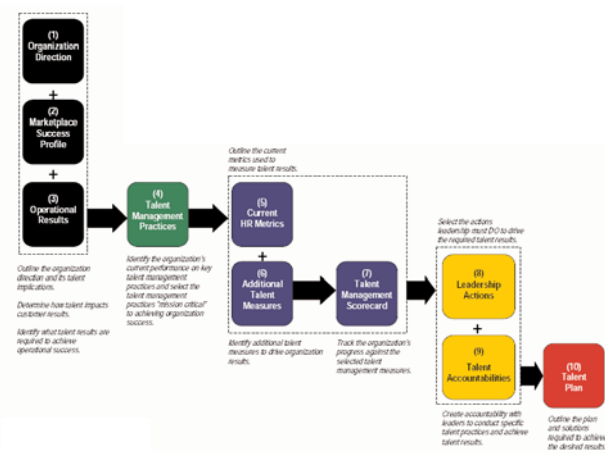


"What I most like about the programme is the practical nature - The tools e.g. the Retention cards and the measure linking engagement to the bottom line."





The Talent Direction Process:



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

- Definition and clarification of business goals (long, medium and short-term).
- Potential impacts from:
 - Environmental factors
 - Market place (what will it take to be successful in our customers eyes)
 - Changing work attitudes and availability of skill
- Identify the organizations 'talent' performance using a robust 'Talent Management Framework'.
- Determine the most critical 'Talent Initiatives' that will drive bottom-line results.
- Defining relevant talent 'process' and 'impact' measures that will establish leaders and managerial accountabilities.
- The leadership actions required to ensure success.

Talent Toolkit ®

Hands-on Tools and Resources

To help participants build their capabilities and take action with their employees and team, each workshop participant receives a Talent Toolkit®.



The Talent Toolkit® provides hands-on tools and resources to help participants deliver Talent results and drive their organisation's performance.

Talent Toolkit® Components

Below are just a few of the components within the Talent Toolkit®:

Retention Cards®

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



Human Capital Practices

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



" I was very impressed with the range of talent management tools and expertise available through Pilat and the retention cards really got our attention!"