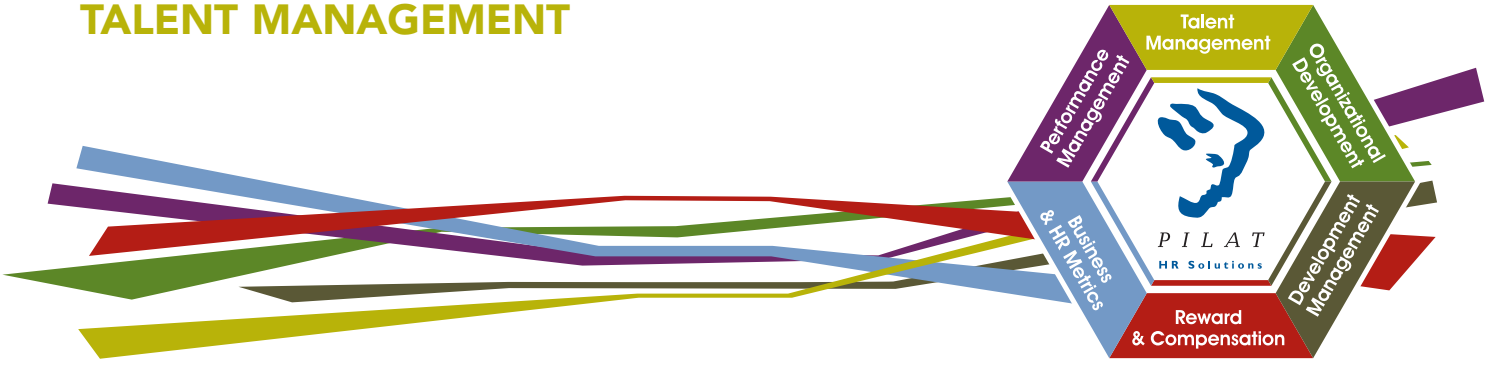


TALENT MANAGEMENT



TALENT MANAGEMENT THE PEOPLE ISSUES

Talent Management requires the optimisation of its people resources to maximise performance and minimise corporate risk and vulnerabilities. Pilat aligns HR processes that create a bond between the organisation’s needs and an individual’s aspirations so that the potential of both is realised.

Technology has a key role here in assisting the individual to maintain the currency of their data and provide objective assessment and validation of the data. This clearly places managers in a position to manage expectations and support development in current roles whilst also focusing on the future of the business.

The Importance of Talent Management

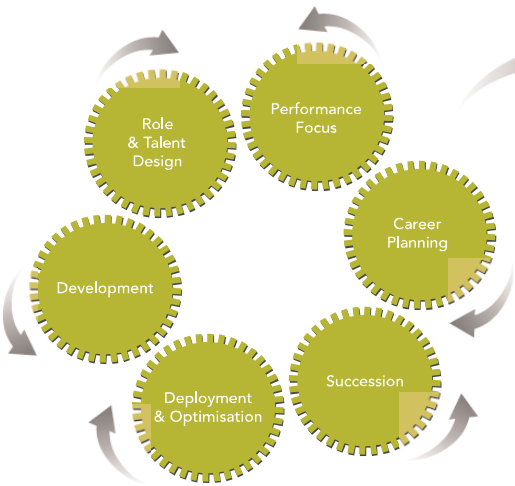
The foundation of any Talent Management process is the data held on any individual that can be used to compare roles and requirements and define gaps and plan changes. The capture and classification of a persons taxonomy of experience, their mobility, aspirations, competency/capability profile, provides the bedrock on which the Talent Management processes are built. Inadequate or inaccurate information that fails to differentiate between high performance in a role is frequently the downfall of many strategies.

Succession Planning

Whether succession planning is integrated with career pathing or not, it should focus on ensuring continuity of a talented workforce, including managing corporate risks and vulnerabilities. The whole emphasis is around the organisation being able to maximise its talent to achieve competitive advantage. From defining the strategies, policies and procedures that will deliver the succession goals, to the identification of business critical roles, business critical individuals, and the nomination and validation processes for succession, organisations must strive to have a constant flow of capable individuals.

With the correct foundations in place, the Talent Management processes can be designed around the organisation’s culture, context and goals. At Pilat, we believe that ‘one size does not fit all’. With best practice at the forefront of our minds, we believe it is important to be pragmatic by developing what is right for now, ensuring real business results are achieved.

The Process



Career Pathing & Management

Individual driven career plans place an ownership on the individual to maintain the currency and accuracy of their personal details. Identifying career options and development actions are key elements in supporting employee motivation and retention.

The Technology



The creation of a succession strategy is a complex subject with many permutations and possibilities. Any strategy has to work within the confines of the business objectives and vulnerabilities as well as the organisation’s culture and the available funding to support any implementation.



How Can Pilat Help?

Pilat works with clients to develop the strategies and procedures that will provide an integrated and 'fit for purpose' Talent Management strategy. From establishing the building blocks, such as company values and competency/capability frameworks that are directly supportive of the organisation's goals to defining and categorising skills and experience.

Having created the foundations, Pilat supports their clients in the development of processes for managing career planning and succession nominations, including undertaking gap analysis at individual and corporate level and development planning.

At the same time we strive to maintain a balance between simplicity and robustness, ensuring all assessments are truly differentiating, objective and defensible.

Specific Areas Include:

- Talent Management Audits
- Career & Aspiration Management Strategies
- Succession Planning Consulting
- Identification of High Potential
- Talent Assessment & Testing
- Talent Strategies
- Fast Track Development
- Developmental Roles & Secondment Management
- Leadership & Development Management

Talent Management Technology Solutions

Pilat's web-based technology combines the necessary processes to provide information on organisational potential to the finger tips of senior management. Whether operating locally or internationally, Pilat's solutions maximise people potential though optimising the HR processes necessary for each organisation to achieve success and minimising efforts by drawing on currently available information (from current HRIS), providing a self service portal where required. Applications are configured to support each client's unique processes and requirements.

Talent Management Technology (TM Pulse) includes the following features:

- Organisational Modelling, Charting & Role Design
- Goal Alignment
- Objective Setting
- Performance Tracking & Management
- Succession Planning
- Career Planning
- Capability Assessment (including person to role matching, role to person matching and 360 degree feedback)
- Development Management & Tracking (including coaching and mentoring)
- Organisational Risk Analysis
- HR Metrics

POWERING PERFORMANCE & POTENTIAL

powered by
HR PULSE

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