

Company	Focus
International Defence Organisation	Talent Management Strategy

Developing a Talent Management and Performance Management Strategy.....

Business aims

- Fast track the organisation (group-level) through the latest thinking on 'talent management', and to work with the European Talent Director to deliver practical talent management tools which align to existing processes and language
- Nearly 12 months on and the work has resolved into the two distinct areas of focus of Talent management and Performance management

Key steps

Designed and lead the organisation through a 'Talent Roadmap', including:

- The development of the contents and layout of a Talent Manifesto
- The writing of a Leadership Model & the design of a Talent Grid
- The creation of a communication plan
- The development of talent conversations
- The rewriting of behavioural competencies framework
- The creation of a Learning and Development Options Guide, personal profile template and 360 questions
- Development of assessment methodology for top talent
- Development of succession planning methodology
- Best practice in performance Management



Developing a Talent Management and Performance Management Strategy.....continued

Business outcome...

Whilst ongoing, the results are building, so that ultimately 3 key outcomes are achieved:

- Identification, selection, development and retention of Key Talent.
 - Identification and development of high quality replacements for business critical roles.
 - Classification of and investment in employees based on current performance and future potential
- The overarching ambition of this programme is to ensure that the organisation has a credible talent engagement process, which is used effectively to deliver improved business performance, talent retention and deployment.

