

Identifying, managing and coaching future talent

Business aims

- A need to provide objective talent measurement and assessment methodology and language was identified. The desire was to measure participants against standards and criteria which indicate future potential, providing valid information for the individual's development as well as relevant data for effective talent management. The objectives were:
 - Objective assessment and measurement against criteria relevant to future business success
 - Feedback on strengths, limitations and development needs
 - First step in commitment to change
 - Planning next actions in progressing development
 - Increased visibility of key people across the business

Key steps

A one day 'Foundation' programme for each nominated 'key top talent'. The day consisted of:

- Preparation – 360, OPQ
- Interview on career, values and motivation
- Business Case Study, with Sponsor involvement
- IQ/reasoning assessment
- Integration of data/feedback on results and review of impact now and in the future
- Full report produced and circulated to individual, manager, sponsor and HR/Talent Director, and which was summarised at quarterly convened 'Talent Review Boards'

Company	Focus
Global Technology Company	Talent Management Strategy

Identifying, managing and coaching future talent....continued

Business outcome...

For the Participants:

- Focused development and growth
- Motivation, investment and higher levels of engagement
- Personal ownership of their participation through the Executive Academy

For the Managers:

- A tool to aid their development of staff
- A guide to managing and coaching their top talent

For the Board:

- Valid & objective data for placement decisions
- Information on capabilities and potential to inform strategic decisions and drive succession planning

