

CREATING & MANAGING A CRITICAL COMPONENT FOR SUCCESS

HIGH PERFORMANCE TALENT

Results-oriented companies leverage high performance work practices to their advantage, and know that robust talent management is important for their success.

Independent research also supports this conclusion, and shows that paying attention to workforce skills, employee engagement and motivation, and managing employees' careers impacts financial results.

In other words, well-managed talent translates to hard results.

Companies that improve talent-related practices, meaning those that enhance employee skills, motivation, and careers, experience an increase in financial results.

- *Conclusion from a 2012 research study in Academy of Management Journal after summarizing the findings of 116 independent research studies.*

How We Frame Talent Management.

HIGH-PERFORMANCE TALENT MANAGEMENT PRACTICES

Building Workforce Skills

Individual Development Planning to build individualized skills

Leadership Effectiveness Development to keep leaders at the top of their game so they motivate individuals & teams

Performance Coaching to help individuals grow, develop & perform

Training to keep employees' skills current

Building Employee Commitment, Motivation & Engagement

Performance Management to help individuals stay focused on the right objectives & deliver results

Rewards that motivate & link to performance outcomes

Team Development & Effectiveness to engage the collective influence of individuals working a team

Engagement Survey to diagnose opportunities for improvement

Building Careers

Succession Planning to assure a robust pipeline of talent

High Potential Employee Development & Progression to assure the best are retained & managed proactively

SOLUTION

We have developed these capabilities in organizations ranging from well-known public companies to smaller private firms. Our approach is to first understand your gaps, and then work with you to design fit-for-purpose solutions. We look for long-term impact, and custom design and implement each solution based on the unique needs given your business strategy and operating requirements.