

Six Habits of Highly Effective Talent Managers

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Agenda

- Start with the end in Mind? – What are you trying to achieve?
- Its all about Culture- what's yours?
- Performance or Potential – which comes first?
- Talent Mapping- 4 Box/ 9 Box /32 Box?
- To be or not to be... Transparency?
- "Selling it to Management"

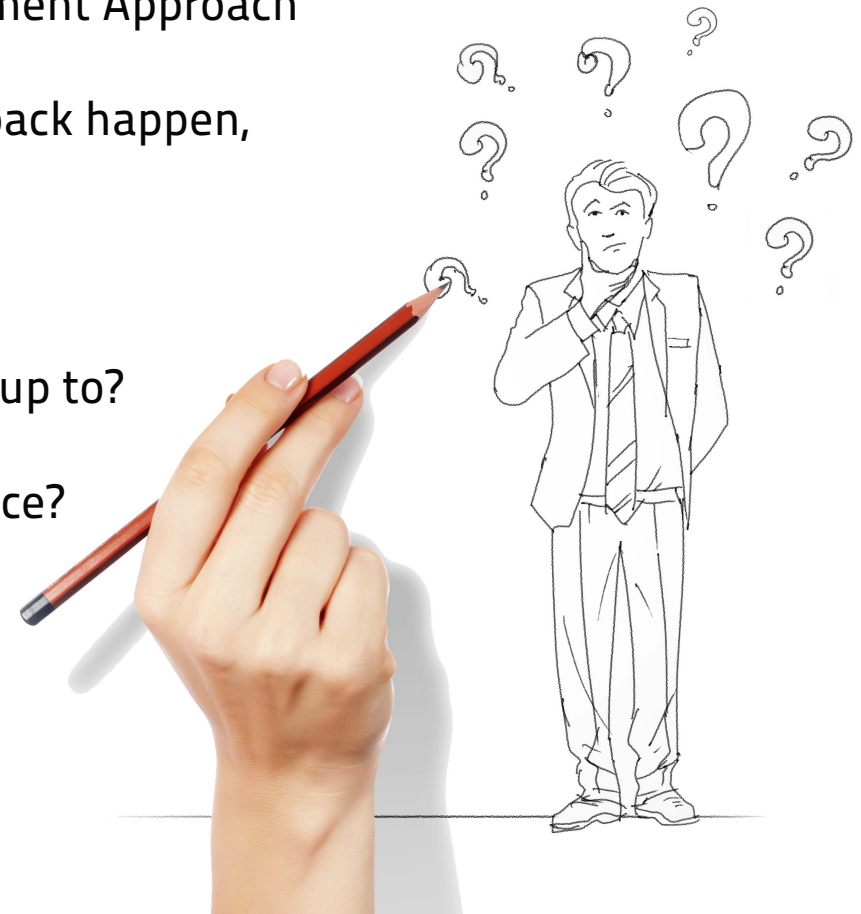


Start with the end in Mind? - What are you trying to achieve?

- You need to be clear on outputs and what you intend to do with them
- Is this about the latest fad or will your company put time and “budget dollars” into making this happen?
- What will Talent Management mean in your company?
- Consider your time frame- research suggests it can take up to three years to fully implement
- Is it aligned to business need- if not- will it fly?
- What are the risks as well as opportunities?

Its all about the Culture- What's Yours?

- Is your organisation ready?- treat it like a Change Management Approach
- Is Performance and Potential openly discussed, does feedback happen, are your managers skilled enough?
- Who will own and drive Talent Management?
- If you are looking for flexibility – what did your people sign up to?
- Really about maximising talent or moving underperformance?



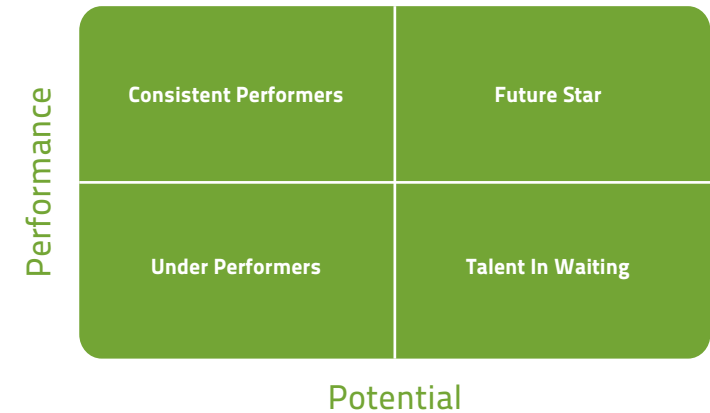
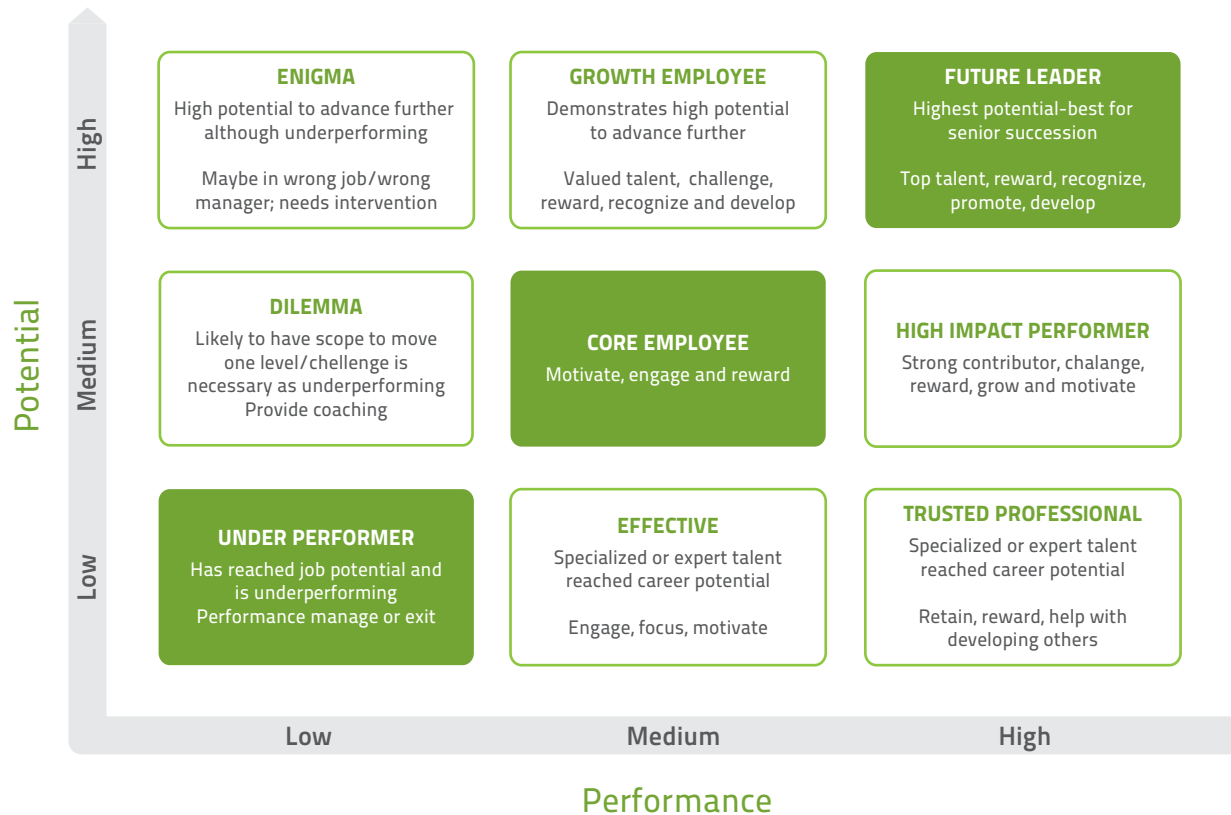
Performance or Potential- Which comes first?

- Have you defined Talent?
- Have you defined Potential?
- Performance may need to be addressed before real talent shines through!
- How can you measure or find new Talent - what will your time frame be?



Talent Mapping- 4 Box/9 Box/32 Box?

- It depends...



To be or not to be..Transparency?

- Should I involve/tell my management population?
- What is the Story?
- What might the outcomes be?
- Can I manage any risks?
- What are the questions that the most talented crave the answers to?

"Selling it to Management"

- Language is critical...



Any Questions?

