


Employee Talent Strategy Guide

Center for Talent Solutions 

Direction



Plan



Integrate



Sustain



Employee Talent Strategy

Direction



Outline Current Talent Situation

Develop an understanding of the organization's current ability to attract, engage, and retain employee talent.

Create Employee Talent Vision

Create a compelling vision of an organization employees want to join, contribute to, and stay in.

Define Talent Goals and Measures

Define the organization's performance gap, identify the talent goals, and determine how to measure progress.

Plan



Line-up Leadership Sponsorship

Identify and mobilize the leaders needed to lead the talent strategy implementation.

Outline Talent Initiatives

Define the organization actions needed to achieve the employee talent vision and goals.

Develop Communication Plan

Ensure all employees understand the talent situation and desired changes.

Integrate



Build Ownership for Talent Strategy

Create managerial and leadership ownership for the talent strategy.

Determine Talent Accountabilities

Determine what individuals must do to attract, engage and retain employee talent.

Integrate Talent Strategy

Link the talent strategy to other key people systems and changes within the organization.

Sustain



Build Talent Capabilities

Build the skills and capabilities needed to attract, engage and retain employee talent.


Reinforce Talent Results

Determine how the organization will recognize and reward desired behaviors and talent results.

Sustain Talent Performance

Identify the actions needed to maintain talent results and achieve new levels of performance.

Employee Talent Strategy

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Outline Current Talent Situation

1. Assess Current Performance
2. Create Talent Competitive Picture
3. Identify Manager Strengths & Weaknesses
4. Uncover New Hires' Most Critical Needs
5. Calculate Total Turnover Cost
6. Determine WHY people leave

Create Employee Talent Vision

7. Outline Future Employee Value Proposition
8. Create Attracting and Retaining Talent Direction Setting Package
9. Outline a Compelling Business Case for the Talent Strategy

Define Talent Goals and Measures

10. Outline Performance Gaps Impacting Talent Performance
11. Define Talent Goals
12. Create a Talent Scorecard

Plan



Line-up Leadership Sponsorship

13. Perform Leadership Talent Interviews
14. Build Leadership Commitment
15. Outline Leadership Accountabilities

Outline Talent Initiatives

16. Present "Best Practices" for Identified Performance Gaps
17. Select the interventions Needed to Achieve the Talent Goals
18. Create Talent Strategy Roadmap

Develop Communication Plan

19. Deliver Monthly Updates of Changes and Progress (In-the-Know)
20. Create Talent Strategy Information Portal

Integrate



Build Ownership for Talent Strategy

21. Assess Key Stakeholders for roles in Talent Strategy Roadmap
22. Outline High Involvement Plan for Talent Strategy

Determine Talent Accountabilities

23. Upgrade Leadership Performance Expectations with Talent Accountabilities
24. Align Team and Individual Performance Objectives with Talent Strategy and Goals

Integrate Talent Strategy

25. Link Talent Strategy to other Organization Changes
26. Map HR Processes and Management Processes to Employee Value Proposition

Sustain



Build Talent Capabilities

27. Create Manager Understanding of the Talent Situation
28. Develop the 7 Manager Capabilities
29. Create Employee Ownership for "FIT"
30. Provide Targeted Skill Development

Reinforce Talent Results

31. Create Celebration Plan
32. Recognize and Reward Talent Strategy Achievements

Sustain Talent Performance

33. Deliver Quarterly Leadership Talent Reviews
34. Perform Periodic Talent Assessments

Employee Talent Strategy Evaluation Summary

Summarize your Employee Talent Strategy Evaluation by circling the rating from each talent strategy component detailed page.

0

We do not have a plan in place to complete the deliverables

1

We have a plan and have successfully completed 1/3 of the deliverables

2

We have successfully completed 2/3 of the deliverables

3

We have successfully completed all of the deliverables

Direction



Outline Current Talent Situation

0 1 2 3

Create Employee Talent Vision

0 1 2 3

Define Talent Goals and Measures

0 1 2 3

Plan



Line-up Leadership Sponsorship

0 1 2 3

Outline Talent Strategy

0 1 2 3

Develop Communication Plan

0 1 2 3

Integrate



Build Ownership for Talent Strategy

0 1 2 3

Determine Talent Accountabilities

0 1 2 3

Integrate Talent Strategy

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Sustain



Build Talent Capabilities

0 1 2 3

Reinforce Talent Results

0 1 2 3

Sustain Talent Performance

0 1 2 3