

# MAP OF A TALENT ADVISER'S BRAIN

A talent adviser isn't your everyday HR professional. Equal parts creative and analytical with a wide range of expertise in several areas, the talent adviser is redefining the role of HR.

GET A PEEK INSIDE THE BRAIN OF A TALENT ADVISER.

## LEFT BRAIN ANALYTICAL

### CEO LANGUAGE TRANSLATOR

The talent adviser is an effective communicator, and knows exactly what to say - and how to say it - to get leadership buy-in for high priority initiatives.



### TECHNOLOGY CORTEX

The talent adviser understands how technology, software and data relate to talent acquisition and workforce management.



### BUSINESS ACUITY LOBE

The talent adviser works with business leaders to align talent acquisition and workforce planning strategies with business goals.

### RISK MANAGEMENT ASSESSOR

The talent adviser thinks strategically about risk management and labour relations. He or she protects the business by raising awareness of these issues and keeping the organisation accountable to its employees.



## CREATIVE RIGHT BRAIN

### CAPACITY FOR LEARNING

The talent adviser is constantly expanding his/her knowledge and expertise - from taking classes, to sitting on advisory boards, to working with local charities and nonprofits.



### CREATIVE BUDGETING CENTER

"There's plenty of money for that," said no HR person ever. Talent advisers are resourceful with limited resources and find ways to make things happen.



### WORKFORCE PLANNING/TALENT ACQUISITION ACTIVATOR

The talent adviser knows the difference between workforce planning and talent acquisition, and can speak to each with expertise and authority.



### ENGAGEMENT INITIALIZER

The talent adviser is the glue of the organisation, engaging employees at every level of the company and keeping them focused on a common mission.

