

## Talent Management Review Program

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Do you know who your high potential employees are and do they know you recognize their value?  
Do you know which ones you could potentially lose? Could the reason some employees are underperforming be that they are simply in the wrong position?

Our Talent Management Review Process is designed to help answer these questions and more. This process helps you quickly identify your employees with the potential to move into leadership positions, those who might be at risk and those who might be more valuable in a different capacity. You can then determine the appropriate action plans to best utilize their capabilities, prepare them for higher level positions and retain them in your organization.

## Objectives

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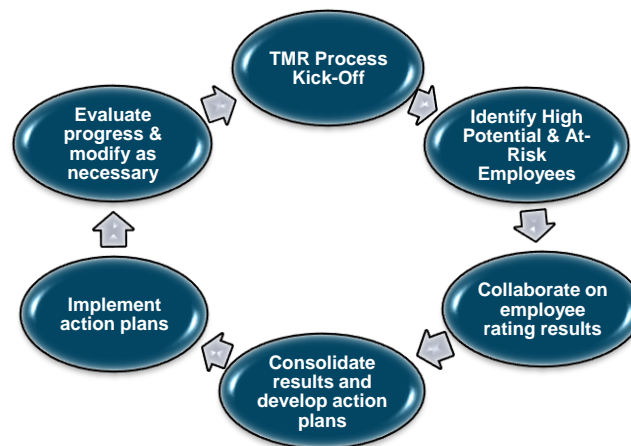
By identifying high potentials and high risk employees, you will be able to:

- Evaluate the ability of current talent to achieve corporate objectives.
- Develop plans to build a strong leadership bench to fill inevitable vacancies thus avoiding high replacement costs.
- Recognize those employees at-risk of leaving the company and take appropriate steps to retain them.
- Identify whether at-risk employees are in the position best suited to their abilities.
- Create business continuity and operational excellence.

## Process

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The Talent Management Review (TMR) Process consists of six simple steps. The cycle begins with a kickoff and training of managers and proceeds through the evaluation of the action plans implemented as a result of the TMR process. The TMR tools help managers focus on their employee's capabilities. They provide a way to evaluate an employee's potential for advancement and anticipate any risk. Peer managers then jointly agree on a consolidated list of high performers and at-risk employees. Then the appropriate development or retention plans can be implemented to realize the organization's talent management objectives.



## Benefits

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- Identifies business vulnerabilities
- Gives clear picture of the organization's current talent pool
- Creates a shared sense of ownership of talent management
- Compliments the company's current performance evaluation process
- Establishes a framework for development planning
- Assists in candidate selection for available development opportunities
- Builds business continuity and organizational excellence

**Contact us for more information!**

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