

Talent Management

Place the Right People in the Right Places at the Right Time

Businesses generally have information on almost every area of their operations, *except people*. The information that is available about people can seldom answer the important questions like:



1. Do we have a talent surplus / shortage in any area and are we at risk?
2. Do we know what our best people look like and how to replicate that success?
3. Do we know who to develop and how to retain them?
4. Do we know who is ready for promotion and where they could be deployed?

What is Talent Manager?

Talent Manager has been developed specifically to build PEOPLE INTELLIGENCE[®] in companies. PEOPLE INTELLIGENCE[®] is the ability to make good people decisions based on: *Relevant, Recent, Accurate* and *Complete* information.

Talent Manager ***Is Not***:

- Another HRIS software application
- For everyone in the company
- An empty database to load up with Skills Inventories

Talent Manager ***Is***:

- A well researched and experienced tested talent management methodology that can decode the DNA of your top performers
- A system that manages the value of people's talent to your organization, not just their skills
- A decision support tool for executives that is integrated into all business decisions related to your key people.



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What Can Talent Manager Enable Company Leaders to Conduct?

Succession Planning

Leadership Development

Training & Development

Workforce Planning

Retention Programs

Each user license includes:

- User profiling based on competencies
- Technical skills and experiences
- Unlimited position profiling based on competencies
- Unlimited use of the 360 for the system users
- Identification of high potentials, high performers and high professionals
- Interview guides for all positions
 - Behavioral and Technical Interviewing
- Gap Analyses between people and:
 - Positions
 - Research profiles
 - Team roles
- Research-backed data on potential and failures

In addition, you also get licenses to the following copy righted Lominger tools for each user:

- 67 Experience-tested, research-based Leadership Competencies
- The Lominger Competency Remedies (FYI Book)
- The Recruiting Architect (Interview Questions)
- The Leadership 360° Feedback (Multi-rater tool)

Note: Access to the system is via internet or intranet 24:7 from anywhere in the world with the option to have it in Spanish.

"Hewitt found that while only 30% of all companies consistently use a formal approach to develop high-potential leaders, 83% of high-performing companies do so."

~CFO Magazine, June 2003

What You Can Expect From Talent Manager

Individuals	Human Resources	Organization
360° feedback about performance and "fit" with current and future desired positions	Real-time system and reports containing comprehensive talent management data	Real-time strategic planning tool focusing on leveraging and leading data
Identification of performance gaps for development planning	Complete view of talent bench and capabilities	Integrated solution that maximizes the contribution of human capital
Real-time view of competency, experience and technical skills required for promotion	Ability to identify and deploy the right talent at the right time	Fast, easy implementation (usually 8-12 weeks)
Specifics details about what it takes to succeed in current and future roles in the organization	Tools for targeted development planning for the organization's leaders	Research-validated leadership and performance data that serves as the foundation for talent management