



Thinking Outside The Box In Talent Development: Inter-Company Employee Exchange (B)

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What is Talent Management?

Organization's efforts to attract, select, develop, and retain key talented employees in **key strategic positions**.

The purpose of TM is to ensure that the right supply of talented workforce is ready to realize the strategic goals of the organization both today and in the future

Talent management includes a series of integrated systems of



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Talent Management

TM introduced by

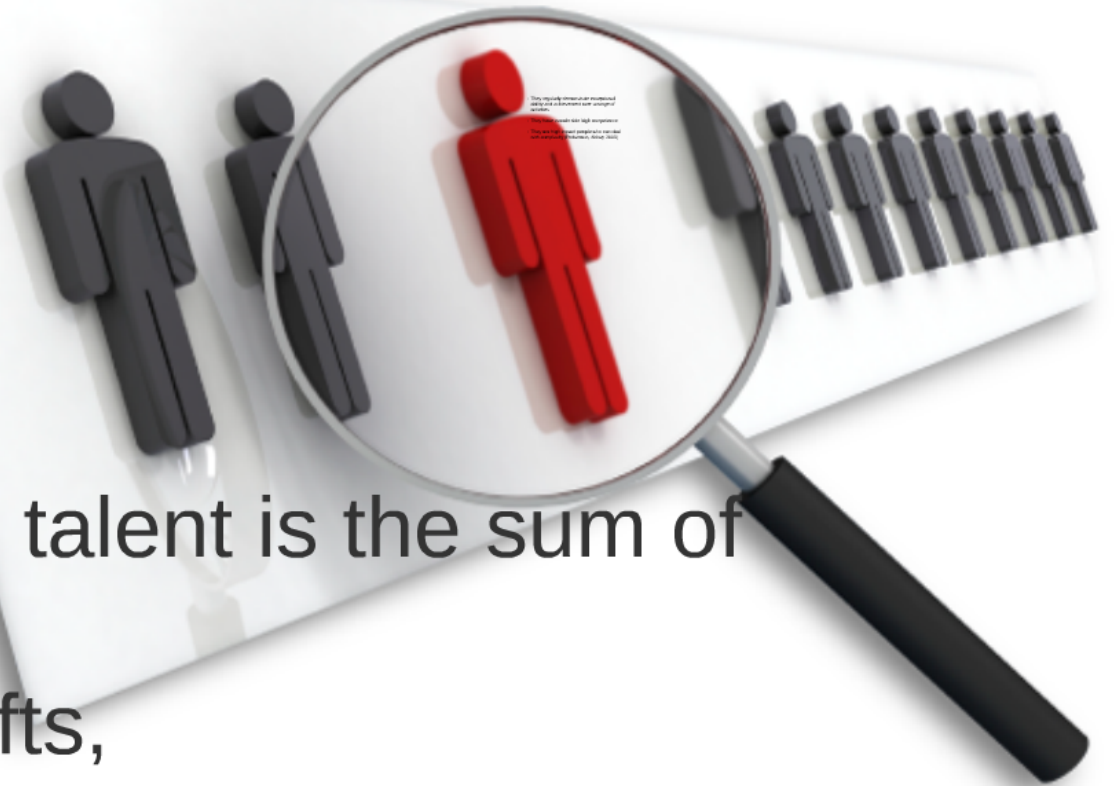


TM focuses on

- differentiated performance: A, B, C players influencing company performance and success
- identifying key positions in the organization

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What is Talent?



According to McKinsey; talent is the sum of

- a person's abilities,
- his or her intrinsic gifts,
- skills, knowledge, experience ,
- intelligence,
- judgment, attitude, character, drive,
- his or her ability to learn and grow.

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Who are Talented People?

Why Organizations Need Talent Development?



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Talent Management Model

There are different approaches to talent management in organizations

A successful TM model has to link

- TM creed (culture, values, expectations) with
- TM strategy and
- TM system. (Lance and Dorothy Berger, 2011)

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Assessment Tools for TM

The five assessment tools should be linked to ensure that each assessment is consistent with the four other evaluations

- Competency Assessment
- Performance Appraisal
- Potential Forecast
- Succession Planning
- Career Planning

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Multi-Rater Assessment

- Employee. The owner of the career plan that is aligned with the succession plan
- Boss. The primary assessor
- Boss's boss. The key link in the vertical succession and career plan
- Boss's peer group. Source of potential new assignments in the same or other function

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