

STRATEGIC TALENT MANAGEMENT

Organisations worldwide are faced with the challenge of how to effectively manage talent– how to source, manage, develop, align and retain talent in a manner that supports the organisations strategic human capital and business needs. Talent is the predominant currency in the current age of economic globalisation.

The term talent management, in many ways, embraces all that is at the heart of sound human capital management, with the difference that it is based on a focussed strategy around those employees who make a particular difference to the organisation and are central to its current and future business success. To be effective it requires a fully integrated and holistic approach, covering all the key levers that lie at the heart of effective human capital management as shown below:

TALENT MANAGEMENT FRAMEWORK



360People, given the full range of consulting services that the organisation offer, is in the unique position of being able to provide clients with a comprehensive, fully integrated approach to Strategic Talent Management that covers:

- Development of a Talent Management Strategy aligned with the organisations business needs.
- Audits of human capital practices and policies as well as organisational culture and climate in order to inform sound talent management interventions.
- Identification of workforce and succession planning requirements linked to short, medium and long term business needs, supported by a dynamic technology based system, Org Publisher.
- Organisational design and development interventions needed to create the organisational climate and environment that promotes maximum employee engagement.
- Career management interventions that provide for the recognition, reward and development of key staff.
- Development of reward architecture that supports the human capital strategy
- Development of specific and focussed Retention Strategies