

Talent Essentials

Talent management is a core part of a manager's job. Getting this right ensures you have a highly engaged, motivated team, who will remain loyal and perform better. Focussing on talent management will also help you to retain staff for longer and reduce your reliance on recruitment.

Everyone is different; you have to give people a tailored experience depending on where they are in their career journey.



37%

of professionals say upskilling/reskilling current employees is the top way they're addressing the labour and skills shortage. *Source 1



1. What are the potential new roles your business will need in the future?



2. What are the skills, strengths, and attitudes you will need to meet the requirements of these new roles?



3. How do you put the right plans and processes in place to identify, develop and nurture those skills internally?



4. What are the future talent and skills gaps you will need to fill?

DEFINING TALENT

Defining talent is about looking at what you have, first, before venturing outwards.



Do an internal review

Identify existing skills and opportunities first



Define the scope of the role

Know what you're looking for and how it might evolve



Be open-minded

The right talent may be different from what you imagined

ATTRACTING TALENT

Attracting talent is central to the role of a modern manager. To get the best talent possible, managers need to display knowledge around what the company does, its values and culture, and be able to communicate these with passion to potential candidates.



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SELECTING TALENT



Recruitment is a two-way process, so a good selection interview should deliver the best candidate experience possible, whilst allowing you to assess whether a candidate is both technically capable and a good cultural fit.



ONBOARDING

There is a high risk of losing new talent either before they've even started, due to other job offers, or within the first few months, due to poor onboarding. Therefore, dedicate time to pre-boarding and onboarding to engage your new starters properly.

Welcome to the team!

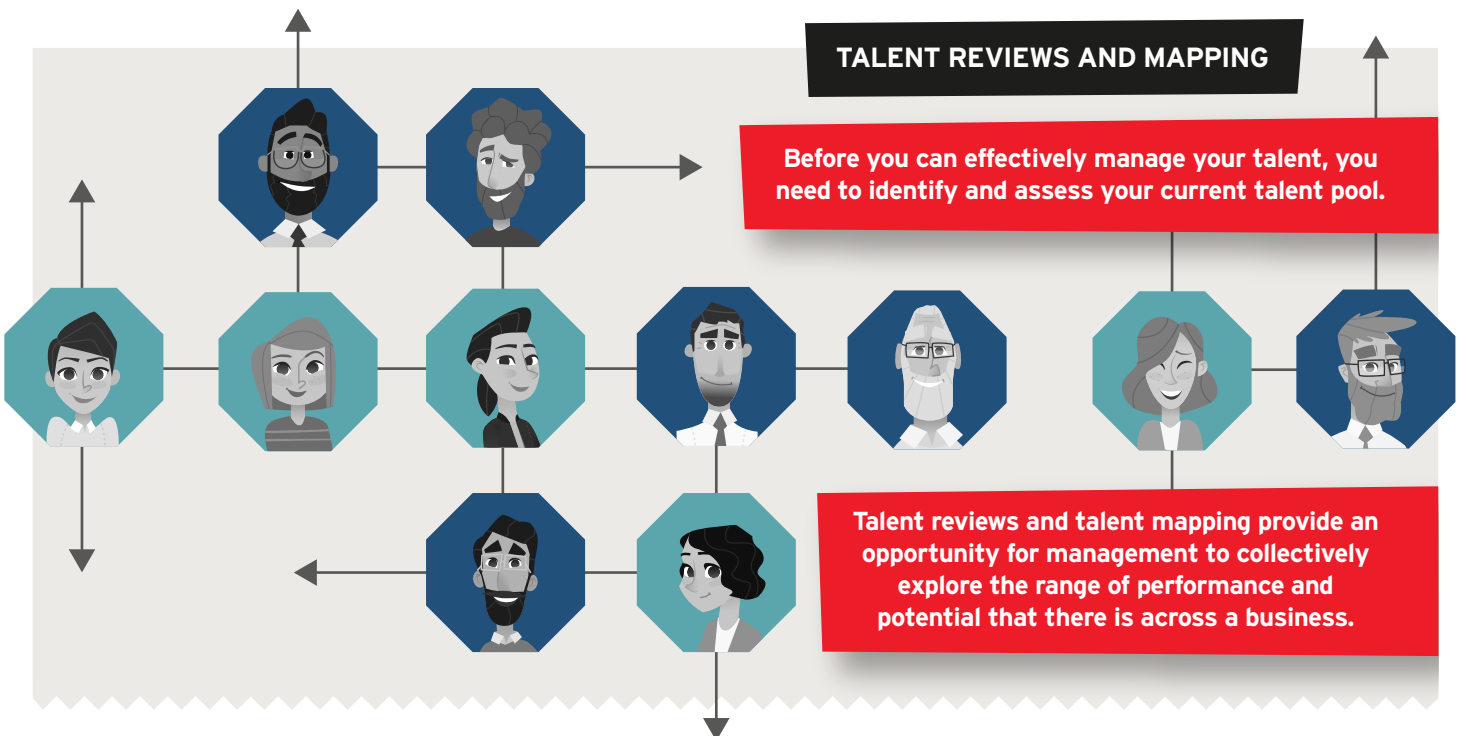


80% of employees are likely to stay at a company 3 years if they experience great onboarding. *Source 2

Employee retention is **improved by 80%** with a solid onboarding process. *Source 3

TALENT REVIEWS AND MAPPING

Before you can effectively manage your talent, you need to identify and assess your current talent pool.



Talent reviews and talent mapping provide an opportunity for management to collectively explore the range of performance and potential that there is across a business.

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RESKILLING AND UPSKILLING

“Lack of career progression is one of the top three reasons workers leave their roles*”

*Source: McKinsey's Great Attrition, Great Attraction Global Survey



1. Managers should create an environment where employees feel comfortable discussing and taking ownership of their own development

2. For sustained retention of talent, managers should regularly discuss opportunities to reskill and upskill employees.

3. Create clear development objectives in a Personal Development Plan (PDP), with clear targets and goals.

SUCCESSION PLANNING

Having a strategic approach to managing the flow of talent is extremely beneficial, and succession planning is the culmination of this process. If done well, you will be able to mobilise your internal talent pool more effectively, rely less on external recruitment, and ensure that you have the right people in the right place at the right time.

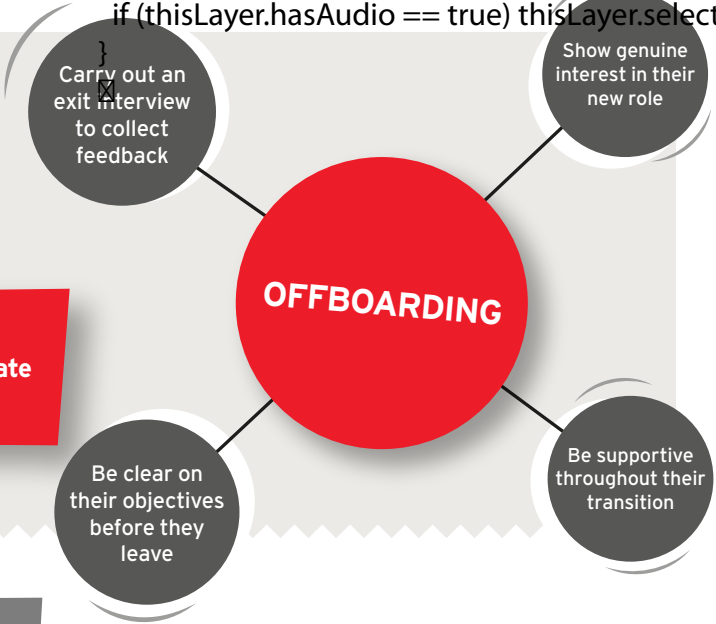


OFFBOARDING

How you treat people when they're leaving an organisation is just as important as when they're joining.

You want ex-employees to speak positively of their experiences with you, and even advocate for you when you advertise future roles.

```
function selectIfAudioLayer(thisLayer){
  if (thisLayer.hasAudio == true) thisLayer.selected = true;
}
```



REFERENCES

1. Korn Ferry, Future of Work Trends 2022
2. People Managing People, 2022 HR Statistics, Trends & Data: Ultimate List
3. Truelist, Onboarding Statistics 2022