

# Talent Management

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Palace of Westminster  
24th September 2007



# What is it?

## Opinions vary....

- Successor to succession planning?
- Growing your own?
- Career development by another name?
- Focus on the elite?
- Retention strategy?
- New life to 'People are our greatest asset'?

# What do the text books say?

## Lance Berger - 4 steps

- Develop core competencies and assessment tools
- Develop Learning and Development Solutions
- Assess each employee - potential forecast
- Prepare action plans

# What do the text books say?

## Sultan Kermally - the 4 Es

- Energetic
- Enthusiastic
- Empathetic
- Entrepreneurial

# What do the text books say?

## Building Blocks of Talent Management

- Competencies
- Performance Management
- Evaluating employee potential
- Recruiting superkeepers

# Is it about leaders?

John Kotter - Harvard Business School

- Let line management drive the recruiting effort
- Link up with 'good' colleges and universities
- Keep recruiting standards high
- Pay attention to potential leadership when recruiting
- Work hard to close the sale if you want someone badly
- Evaluate your recruitment strategy at least once a year
- Make your organisation a great place to work

# Is it about leaders?

## Tom Peters - 3 leadership tools

- Develop an inspiring vision
- Manage by example
- Practise visible management

Lead by empowering people.

Become a compulsive listener.

Cherish the people at the front line.

Delegate effectively.

Bash bureaucracy.

# A Chinese Proverb

' If you are planning for one year, grow rice.

If you are planning for 20 years, grow trees.

If you are planning for centuries, grow people.

# What do you think?

- Book list and research ideas available.