



TALENT MANAGEMENT SOLUTIONS THAT WORK

Your leaders want to make a lasting impact in your business. They want to be engaged, delivering at the highest levels, creating lasting legacies and results for years to come. But they can't do it alone – they need an actionable plan, support and recognition of their unique talents and future opportunities.

Your matrixed, cross-functional, multi-generational team allows for too many variables to fall through the cracks and too many opportunities to not be aligned with one consistent direction.

Knowing how to actively engage, retain and challenge your key talent is critical for the success and succession of your team.

We will work with you to ensure the right people are being engaged, with the right plan and the right developmental opportunities. While we focus on your key talent, we will also conduct talent management reviews pinpointing your vulnerabilities and creating a plan to eliminate those gaps.

TALENT MANAGEMENT THAT GETS RESULTS

This program is all about results. No longer is talent management yet another meeting where the same information is being discussed, year-over-year. We will lead your leaders through various exercises to determine key talent standouts, create an action plan for continued growth for each high-potential, ensure there is a viable succession plan in place, and coach your leader to best manage these individuals.

Our program provides both your leaders and key talent effective tools and resources to keep their career moving forward and delivering increased business results for your company. They will be more engaged, satisfied and brand ambassadors of the best kind for you.

While we customize each program for your company to ensure alignment with your culture and HR practices, our Talent Management programs tend to include these elements:

- Key Talent/High-Potential definition and 9-Box Tool based on company values
- Template for leader review for employees within purview
- Meeting facilitation with senior leaders to discuss and determine true key talent
- Succession Planning for impacted positions
- Individualized Growth and Development action plans for key talent individuals
- One-on-one coaching for leaders of key talent
- One-on-one meetings with key talent individuals
- Continued access post-discussions to ensure action plans are being executed

WHY USE US FOR TALENT MANAGEMENT?

The Talent Management process, if it's happening at all, has traditionally been managed by internal Human Resources departments. While HR is able to provide insight, they are sometimes limited by internal politics, historical restraints and biases. That's where we come in – we work *with* HR and leaders directly, bridging the gap and delivering un-biased results and leveraging best practices from various industries and high-producing companies.

We take the pressure off of you and HR, while ensuring you get results and retain your key talent employees. We also provide an additional level of accountability and coaching for your leaders and key talent to rely on without burden.

[Contact us](#) to discuss your Talent Management needs.

Want to Learn More?

Contact us now to discuss your organization's needs and see how this program will work for your company.

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